

THE ELECTRICAL WORKER OFFICIAL JOURNAL

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS.

JUSTICE

UNITY

FRATERNITY

VOLTA

GALVANI

FRANKLIN

EDISON

ROENTGEN

TESLA

AMPERE

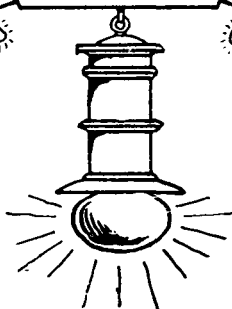
OHM

FARADY

MORSE

BELL

MARCONI



APRIL, 1911

EDITORIAL

Recall of Judges.

Vindication.

Standard Oil.

EDUCATION

THE ELECTRICAL



WORKER

OFFICIAL JOURNAL
OF THE

International Brotherhood of Electrical Workers

OWNED AND PUBLISHED BY

THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

Edited by PETER W. COLLINS, International Secretary,

GENERAL OFFICES: PIERIK BUILDING

SPRINGFIELD, ILL.

Second Class privilege applied for at the Post Office at Springfield, Illinois,
under Act of June 29th, 1906.



INDEX.

A Great Agreement for the Contractor	190-192
American Federation of Labor	180
Brewery Workers Win	188
Bills Recently Introduced	170
Comment from American Federation of Labor..	147-151
Arrested and Kidnapped.	
Decision Reversed in Hatters' Case.	
Rubber Workers Organized.	
Labor Committee Complete.	
Result of One Man's Effort.	
President Taft Obdurate.	
Cereal Mill Workers.	
"Overlapping Unionism."	
Good for Vermont.	
Washington Scores.	
Committee Assignments	189-190
Correspondence	181-188
"Cribbing" Union Funds	171
EDITORIAL	157-158
Recall of Judges.	
Vindication.	
Standard Oil.	
Employers' Compensation Law	170
Hostile Employers, See Yourselves As Others	
Know You	152-154
Hair-Splitting Decision	169-170
Iron, Tin and Steel Workers	154-155
Kansas Legislation	171
Labor Members of Congress	189
Legal Restrictions of the Hours of Labor in	
Europe	175-176
Loan Sharks Must Go	170
Minutes of Executive Board Meeting	159-169
On the Job	169
That Brotherly Spirit	192
The Loyalty of John Mitchell	172-175
The Spirit of the Chicago Garment Workers	176-180
The "Walking Delegate"	156
Value of Unrest	155-156

THE ELECTRICAL WORKER

OFFICIAL JOURNAL OF THE INTERNATIONAL
BROTHERHOOD OF ELECTRICAL WORKERS

Second Class privilege applied for at the Post Office at Springfield, Illinois, under Act of June 26th, 1906

VOL. XI, No. 8

SPRINGFIELD, ILL., APRIL, 1911.

Single Copies, 10 Cents
25c per Year, in advance

Comment From American Federation of Labor

ARRESTED AND KIDNAPPED

Secretary McNamara, of Bridge and Structural Iron Workers, Spirited Away
from Indiana---Two Other Men Also Taken---Property of Organization
Seized and Held by Officers Without Due Process of Law

WASHINGTON, April 29.—The dispatches from Indianapolis, Ind., containing the news of arrest and kidnapping of Secretary McNamara of the Bridge and Structural Iron Workers, together with two other men, charged with being the perpetrators of the explosion which destroyed the Los Angeles Times Building, came as a shock to the labor world. The manner in which these men have been arrested and spirited to California, the unlawful seizure and retention of the national union's property, deserves the severest condemnation and criticism.

The question of guilt or innocence of the crime charged is not a matter to be determined by detectives or antagonistic employers' associations, but by an impartial jury after both sides have had their day in court.

The methods employed in the arrest and the subsequent kidnapping suggests that in the execution of the forms of law much partiality is used. A conspicuous incident is brought prominently into view at this time when it is related that Governor Mount of Indiana refused to honor a requisition of the Governor of Kentucky to deliver William S. Taylor to officers of the law, the latter having been indicted for the murder of Governor William Goebel. Succeeding governors of Indiana assumed the same attitude as did Governor Mount. In that case hearings were had, but these governors refused to honor the requisition.

Governor Marshall, however, without

for a moment considering the rights of the citizen of his state, honored in secret a requisition for the union official and the other men. When organized labor protested the governor then declared, although belated, that should any other citizen of Indiana be demanded by another state in connection with this affair he would be given a hearing before being released to the officers of the state demanding him. If Governor Marshall is right in the stand he latterly took, then he must be wrong in the former.

The fourteenth amendment to the constitution of the United States declares that "no state shall deprive any person of life, liberty or property without due process of law, nor deny to any person within its jurisdiction the equal protection of the laws."

The great mass of citizens of our country are arriving at the conclusion that the enforcement, disregard or technical administration of law is largely determined by the strata of society in which the accused moves. Some years ago the state of Texas indicted the Standard Oil Company for violation of its anti-trust statute, and a requisition was made upon the Governor of New York for John D. Rockefeller to answer the charge before the courts of that state. No difficulty was experienced by Mr. Rockefeller in evading the process.

Scarcely a column has been printed relating to the lynching of two Italians in Tampa, Fla., by a committee composed of

business men. This same business men's committee also raided the labor halls of that city wantonly destroyed the furniture and, bandit like, secured the cash in the money drawer and spent it among the members of the invading committee.

The Manufacturers' Association of Los Angeles and the Erectors' Association have been prominently designated as the prime movers in planning the present sensation. The Los Angeles organization is too well known for comment. But the Erectors' Association, then there comes another story. It is alleged to be a subsidiary concern or closely allied with the American Bridge Company, and the latter company is supposed to be a part of United States Steel. The American Bridge Company is the concern that, through "Deacon" Hiram Moe and Senator Conger, debauched the New York Legislature to secure lucrative contracts. The confessions of the "Deacon" and Conger revealed the character of the American Bridge Company.

Just behind us, March 23, the terrible tragedy of the Triangle Waist Company occurred. To the idol of dollars were sacrificed 141 lives. Harris and Blanck, the manufacturers, had been informed of the danger, but heeded it not. The catastrophe came, but these colonels of inhumanity were not even arrested. In their avarice for more gold another factory was opened and, upon inspection, found to be equally as bad a fire trap as their former place of business. But they are still doing business.

The accused iron workers have been charged with the crime of having des-

troyed the Times Building and the lives of twenty-one people. Months after the tragedy, with a grotesque and sensational setting, arrests have been made, and the columns of the press have been bulging with assertions of what is to follow, with the evident and studied purpose of inflaming the public mind to the point where the reprehensible acts of detectives and their allies may be lost sight of.

No good citizen, be he a member of a labor organization or not, desires crime to go unpunished. If the men charged with this terrible catastrophe be proven guilty then punishment should be inflicted.

To the minds of labor men experienced in the struggle for the right there is a conspiracy interminable in its ramifications, and more dangerous than is generally believed. Organized labor's sphere of influence has rapidly and potentially increased in the past half decade, and in this land of dollars the captains of industry realize that the men of labor are becoming an ever increasing force for the amelioration of all forms of abuses against humanity. With the steady advance of this humanizing influence greed and avarice must recede and more equitable relations established. Organized labor is inured to hardship, the justice of its creed is unquestionable and its courage undaunted. The men of labor protest that special innovations be inaugurated in an effort to cast odium upon it, but it is willing and ever ready to meet in the open every antagonist, with hope and faith firmly imbedded that justice will eventually prevail.

DECISION REVERSED IN HATTERS' CASE.

United States Circuit Court of Appeals
Reverses Decision Rendered
Against United Hatters.

TRIAL JUDGE IS CRITICISED.

Judge Lacombe Writes Opinion, Which
Is Concurred in by Judge Cox
and Noyes.

Washington, April 15.—The U. S. Circuit Court of Appeals, Second Circuit, sitting in New York City, handed down a decision on Monday, April 10th, reversing the judgment of the lower court in the Danbury Hatters' case, in which a verdict was returned against the Hatters in the sum of \$232,240.12. The original case was started over seven years ago resulting from a strike which was called in the Loewe Factory, July 25, 1902, 240 employees ceasing work. Suit was brought by Loewe and Company August 31, 1903 under the provisions of

the Sherman Anti-Trust Law, \$80,000 damages were alleged, and threefold damages under that law claimed. The Hatters' attorneys claimed that the Hatters' union and other unions were not engaged in trade or commerce, and therefore did not come under the operations of the Sherman Anti-Trust law. Relying upon these points the Hatters made no defense upon the bill of complaint. Federal Judge Platt of the Federal Circuit Court of Connecticut maintained this position and dismissed the complaint. Loewe, or rather the Anti-Boycott Association, appealed to the Federal Circuit Court of Appeals, and both parties agreed that that court should certify the case and ask the question of the U. S. Supreme Court as to whether a suit of the kind could be maintained under the provisions of the Sherman Anti-Trust Law. February 3, 1908, the United States Supreme Court decided that the case could be maintained. The case was tried before Judge Platt instructed the jury that they must find for Loewe and

Company and left to the jury the question of how much damage Loewe and Company showed they sustained. The jury as stated awarded \$232,240.12.

Since the starting of the suit in 1902 and the beginning of the trial, 26 of the 240 defendants died. Attachments were issued against the homes and savings of 100 of the defendants. The Anti-Boycott Association and the Manufacturers' Association stood behind Loewe and Company. The American Federation of Labor aided in the legal presentation of the case, and in addition gave its moral support to the Hatters. With this verdict against the Hatters, the A. F. of L. appealed the case for the Hatters to the U. S. Circuit Court of Appeals, and retained Judge Alton B. Parker, Hon. Frank L. Mulholland, of Toledo, Ohio, and Judge John K. Beach of New Haven, Conn. A magnificent brief and masterful arguments were made to the U. S. Circuit Court of Appeals and the unanimous decision of the court reverses the judgment and remands the case for a new trial. The latest information is that Loewe and Company (the American Anti-Boycott Association) will appeal from this reversal to the United States Supreme Court.

RUBBER WORKERS' ORGANIZE.

All Workers in Rubber are Requested to Keep Away From Akron, Ohio.

Washington, April 15—A campaign of organization is on among the Rubber Workers' at Akron, Ohio. Owing to the fact that the operators of the factories manufacturing rubber goods in Akron are violently opposed to an organization of their employees, organization work must of necessity be done quietly. It is desired by the central body of Akron that Rubber Workers in various parts of the country be advised to refrain from coming to that city during the progress of organization.

A full crew bill on trains has been adopted by the Washington State Legislature and signed by the Governor.

Minneapolis Hod-carriers have just gained a good increase in wages and bettered conditions.

The Teamsters employed by the St. Louis, Mo. Transfer Company have secured an advance in wages.

Electrical Workers of Indianapolis, Ind., have been granted an increase of 2½ cents per hour.

The Mayor of Boston has addressed a letter to the head of every city depart-

ment inaugurating the Saturday half holiday without reduction in pay. Where this particular half holiday conflicts with the public business another day is to be selected.

Painters of Indianapolis, Ind., have just secured an agreement for two years, carrying an increase for the present year and an added increase next year.

The Printers on the Fort Worth newspapers have gained an increase in wages ranging from 48 to 92 cents per hour.

Omaha Painters have just secured another increase in wages, bringing their scale up to 50 cents per hour.

LABOR COMMITTEE COMPLETE.

Republican Minority Select Its Members and Committee Is Now Ready for Work.

Washington, April 15—The assignment of republican members to the various committees of the House of Representatives has been completed, and it is now possible to make public the personal of all standing committees. The Labor Committee, in which the labor movement is intensely interested, is composed of the following representatives:

William B. Wilson of Pennsylvania, (Coal Miner, Democrat), Chairman.

Walter L. Hensley of Missouri, (Democrat.)

James P. Maher of New York, (Hatter, Democrat.)

Arthur B. House of Kentucky, (Democrat.)

David J. Lewis of Maryland, (Coal Miner, Democrat.)

William Schley Howard of Georgia, (Democrat.)

Frank Buchanan of Illinois, (Iron Worker, Democrat.)

Finly H. Gray of Indiana, (Democrat.)

John J. Gardner of New Jersey, (Republican.)

Edward B. Vreeland of New York, (Republican.)

E. H. Madison of Kansas, (Republican.)

Willis C. Hawley of Oregon, (Republican.)

John M. C. Smith of Michigan, (Republican.)

Holyoke, Mass., Tailors, with the assistance of Organizer Tazellar of the American Federation of Labor, and Organizer Pascal of the Tailors, have secured a substantial increase in wages and bettered conditions after a four day's strike.

In Wellesley, Mass., the men employed by the city have been granted 25 cents per day increase in wages.

The Carpenters, Painters and Teamsters of Galesburg, Ill., gained an increase in wages on the first of the present month without friction.

Painters in Knoxville, Tenn., have just won an advance in wages and secured an agreement calling for union shop.

Minneapolis, Minn., Hod Carriers secured an increased wage and improved conditions recently.

Preparations for Memorial Sunday, second Sunday in May, are under way in a large number of towns and cities where central bodies are located. Each succeeding year greater attention is being given to Labor's Memorial Day.

The Amalgamated Carpenters of Washington, D. C., secured an increase of 6 cents per hour and Saturday half holiday.

The Plate Engravers in the Geodetic Survey Department at Washington, D. C., get increase of 12½ per cent to take effect July 1, 1911. They are members of a local union holding charter from the A. F. of L.

RESULT OF ONE MAN'S EFFORT.

E. R. Pace, Only Trades Unionist in North Carolina Legislature, Makes Good.

Washington, April 15.—The incidents occurring in the lives of active trades unionists contain both pathos and heroism. E. R. Pace, a machinist, residing at Raleigh, N. C., was elected to the lower house of the Legislature last fall. He stood alone—the only and first unionist member of that body. But he had initiative, courage and persistence. He introduced several bills and succeeded in getting three of them enacted into law.

One law allows the transportation companies to issue free transportation to widows or minor children of pensioned, furloughed, superannuated, disabled or deceased employees.

Another relating to factory owners providing medical and surgical appliances in factories. It is provided that all factories in the state shall be equipped with certain medical accessories as first aid to injured or ill employees.

Also a law was enacted providing for the ten-hour day (maximum) in all factories after January 1, 1912.

This initial labor legislation will undoubtedly spur the unionists of North Carolina to seek to increase their number of members in the next session.

ACTION SUSPENDED.

Executive Activity to Add Postage Burdens to Trade Union Publications Temporarily Ceases.

Washington, April 15—In an interview recently the President stated to an official of one of our international unions that no further action would be taken by the postoffice department in regard to changing the status of publications now classified as second class matter until report was received from the commission appointed to investigate this subject. Much concern has been felt on account of the attitude of the department regarding publications of the character mentioned, and if the department had put into operation its contemplated regulations trade union publications now enjoying the second class privilege would have either been crushed or materially handicapped. Opposition to the department's plans reached such a stage prior to the adjournment of the sixty-first congress that it authorized the appointment of a commission, with the instruction that it report the findings of its investigation not later than December, 1911.

The Supreme Court of Kansas recently handed down a decision that the eight-hour law of state applies to all work performed on municipal plants.

Four unions allied with the bookbinding industry in St. Louis, Mo., received a substantial increase in wages on April 1, 1,000 members being affected.

PRESIDENT TAFT OBDURATE.

Chief Executive Still Inveighing Against Recall of Judges Provision in Arizona Constitution.

Washington, April 15—The President is still vigorously opposing the section of the Arizona constitution which provides for the recall of judges. From statements emanating from the White House it is gleaned that he can reconcile himself to all other enactments in the organic law of the new state save the one mentioned. But even though this at the present time seems to be an insurmountable objection to a ratification, yet the President may be unwilling to disapprove it solely because of the incorporation of this provision.

President Taft has held several conferences with Attorney General Wickersham and other members of the cabinet on this question. To Chairman Flood of the house committee on territories and Representative Houston of Tennessee he has outlined a scheme to eliminate the clause. The proposition was that the constitution pending before congress be adopted,

and that later the people of Arizona, under the constitutional power, propose an amendment to the constitution permitting the recall to apply to all officers now mentioned except judges.

Prominent Arizonians now in Washington state that the people of the territory, while anxious to be granted statehood, would, if the recall of judges provision were again submitted to a vote, retain it by an overwhelming majority.

CEREAL MILL WORKERS.

Hereafter Charters Will be Issued Direct From American Federation of Labor.

Washington, April 15—In accordance with resolution No. 49 adopted at the St. Louis convention of the American Federation of Labor the International Union of Flour and Cereal Mill Employes has ceased to exist. All local unions which were formerly attached to the international will be furnished American Federation of Labor charters free of all cost. Central bodies, where these unions are affiliated, are urged to advise local unions to at once affiliate themselves direct.

"OVERLAPPING UNIONISM."

Jurisdictional Controversy Between Electricians and Tramway Workers in Sydney, Australia.

Washington, April 15—"Overlapping" is the term used in foreign countries to designate what is termed here "jurisdiction." The Tramway Employers' union in Sydney has recently endeavored to make effective its claim to the work claimed by the Electrical Trade union, and a vigorous protest has been filed by the latter organization.

The Iron Molders of Akron, Ohio, have won a strike against the Wise Furnace Company and the Twentieth Century Company for an increase in wages.

GOOD FOR VERMONT.

Some Splendid Labor Legislation.

Washington, April 15—That the trade unionists of the country are becoming alive to the influence which they can assert along legislative lines is illustrated by the accomplishments of the Vermont State branch of the American Federation of Labor. It is not an easy task to initiate new legislation into the legislatures of the older and more "sedate" states, for countries long settled do not change in opinions or methods rapidly. The officials of the state branch therefore are entitled to much credit for the excellent results accomplished dur-

ing the last session of the Vermont legislature. The sum total gained can best be told in the language of our informant, secretary of the state organization, Alexander Ironside:

"As a result of organized effort there was enacted an employers' liability bill, voluntary compensation plan on lines adopted in New York State; a valuable amendment to the child labor law, making it the best law in New England; a bill to amend the state constitution, giving the legal voters the right to say whether compulsory compensation should be legalized. We are also successful in defeating a bill designed to establish compulsory arbitration. We are well pleased with the fruits of the session."

WASHINGTON SCORES.

The Northwest Trades Unionists Get Substantial Laws Enacted in Cause of Humanity.

Washington, D. C., April 15—Information has just reached the headquarters of the American Federation of the details in reference to valuable legislation secured by the state federation of the State of Washington. The state organization was especially active during the recent session, and as a result succeeded in having passed the initiative and referendum, with percentages of ten and six; eight-hour law for women; employes' compensation act, differing from similar acts in that it creates a state insurance department with a maximum death benefit of \$4,000. Washington unionists are elated over their success.

The Southern Conference on Child and Woman Labor will be held in Atlanta, Ga., April 25. This conference was endorsed by the Tennessee state federation of labor at its last session.

J. A. Cable, a union cooper, and Grant S. Landrey, a union printer of Kansas City, Kans., were both elected as city commissioners under the commission form of city government, the former being re-elected, he having been placed in that position at the inauguration of the commission form of government last year.

Charles Franklin, Manager of the Philadelphia Branch of the Perkins Detective Agency, has been arrested and held in \$2,500 bail, charged with an attempt to blackmail Charles H. Strong, an Erie, (Pa.), millionaire. Detectives and detective agencies are all about on a par.

HOSTILE EMPLOYERS, SEE YOURSELVES AS OTHERS KNOW YOU

By Samuel Gompers, in American Federationist

In the course of years the organized labor movement has had to meet and contend with numerous varieties of open and covert opponents as well as hostile critics. Some of the latter knew no better, one here and there was kindly disposed and was actively helpful, while verbally hypercritical, with the tendency to forget the shortcomings and wrongdoing of the employing class. During several decades it has been our pleasurable duty to take issue with many men in every category of opponents and critics. As our mind wanders over a period of years there come to us the names of such eminent men as President Emeritus Eliot; the late Edward Atkinson and James W. Van Cleave; D. M. Parry and John Kirby, Presidents of the National Association of Manufacturers; C. W. Post, of the Postum Citizens' Alliance; Judge Wright, Mr. Cannon, and Mr. Payne; General Otis, and many other editors; the so-called Anti-Boycott Association, their, and many other, attorneys, and others too numerous to mention. At times we have also had to meet and contend with our good intentioned, and, often, favorably acting friend, Mr. Marcus M. Marks. It has fallen to our lot to answer attacks and criticisms from all sorts of men, from their positions of hostility, interests, and various angles and points of view. Perhaps one of the most interesting of these literary contests, in which facts and great principles were involved, was and is that with Mr. Marks. For, as we have stated, his intentions and activities are usually right. The difficulty is that his utterances are often out of harmony with his actions. After giving a brief resume of labor's differences with Mr. Marks, we are going to ask him to accompany us mentally on a trip of observation, even if cursory, of employing class doings.

First, then, for the resume. Mr. Marks is President of the National Association of Clothiers. He has written us a third article relative to the flaws he finds in the trade unions, especially in their function of dealing with employers. In his first article, which we inserted in our October (1910) issue, he analyzed the trade union from his, an employer's, standpoint. He found six classifications of shops in their relation to unionism—anti-union; non-union; "open," with the employer indifferent, neutral, or friendly to the union; "open," with a written agreement or an understanding between the employer and his union employes; union, without an agreement with the employer or his official sanction; and "closed." To

this presentation of super-refinements we replied that we recognized but two shops, union and non-union. As to union practices objectionable to employers, Mr. Marks brought these charges: Restriction of output and limitation of machinery; limitation of apprentices; uniform wage; secondary boycott; sympathetic strike. To these accusations we replied in substance: The only policy of restriction of output authorized by trade unionism is that of preventing such long hours, speeding up, or other form of overexertion as entails injury to the human race. Opposition to machinery does not now, and never did, cut any figure in the general policy of American trade unions. Talk about it is empty preaching against non-existent sin. As to limitation of apprentices, we showed that, considering the present-day subdivision and specialization of trades, in the large majority of occupations no apprentice can longer learn a whole trade. As to the uniform wage, the employer makes it uniform, when it is so, by paying the minimum wage for which any of his union men will work. As to the secondary boycott, the union man asserts that his purchasing power is his own; by its control he may rightfully encourage or discourage, at his will, any goods in the market. As to the sympathetic strike, self-sustaining union men maintain their legal, moral, and economic right to work or to refrain from working, accordingly as their action may constitute a defense of their common interests. With comments such as these amplified, and sundry pertinent observations on other of Mr. Marks' ideas as put forth in his article, we believed we fulfilled a public duty. We carefully refrained from going beyond explaining away the charges he had brought against the unions. These charges, in words other than those employed by him really were: Union men are cruel to non-unionists; they give short weight and measure in return for their wages; shut their own sons out from opportunity to learn trades; compel employers to pay incompetent and lazy employes the value of the capable and industrious; destroy a capitalist's business through driving his goods out of the market, and paralyze industry by striking without sufficient cause. Every one who reads employing class newspapers has read Mr. Marks' charges put in these very words. But we didn't grow angry, or even indignant, at their repetition by Mr. Marks in his own euphemistic phraseology. Our intention was to reason with him, and the employers he represents, es-

pecially the clothing manufacturers, addressing them guardedly and with civility, showing them that organized labor was clean, honest, benevolent, and actuated by sound moral principle, as should be the case when engaging in counsel whether with employers or others.

But Mr. Marks, dissatisfied with our retort courteous, sent us a second article. We printed it to convince him we meant to do him no injustice personally, as he complained had been the case. Really, this second article seemed to us repetitions of the purport of his first, mostly a mere rehearsing of employing-class prejudices. He wrote: "I believe the enforced demand for the closed shop is one of the greatest stumbling blocks in the way of industrial peace." "It is against the practice of a uniform wage that I earnestly protest. It is a deadly leveler, enervating ambition and repressing genius." Of the primary boycott, which the courts have recognized as legal, he had this: "It frequently includes a general conspiracy to completely ruin the one boycotted." On the whole, Mr. Marks wrote in a fair lawyer-like tone in this article, but it was in the unions wholly that he found the faults—not in the employing class. His continued attitude in this respect prompted us to remind him that he was busying himself in invading the precincts of the trade unions; that we believed they knew their business, their rights, their proper aims, and their just prerogatives when deputizing any of their members to confer with employers. It might be well, therefore, we suggested for him kindly to take the union as it is.

To our surprise, Mr. Marks returns once more to the charge. He ignores the fact that we scrupulously avoided saying aught *against* him and his fellow-manufacturers that might wound the feelings of the most sensitive; that we had spared him and the other manufacturers to the extent of not making a single thrust at them while preserving our patience and making plain in some detail labor's cause and labor's necessary methods, as learned by the union wage-workers through many a sad experience. Mr. Marks' third article, to our mind, presents no additional view, principle, or important point of any order whatsoever in our discussion. Indeed, it reads to us as though his mind were dwelling in a limited sphere of surface talk that might "go" among opponents to organized labor and triflers with the labor question, while ignoring the profound, the deplorable, the awful, the unspeakably sad facts so obvious in the social conditions of today. So, to bring him and his fellow-manufacturers into a sense of the employing-class misdeeds that the working classes are looking at, thinking of, and acting upon, we shall

now take with him a rapid survey of, not the flaws, but the horrible rottenness and savage cruelty that undoubted testimony has recently exposed among sufficient of the employing class in this country to cause every representative of the working class to be on his guard against trickery, evasion, dishonesty, intention to break faith, and habitual disregard of both the law and human life, whenever he is called on to arrange a working basis after a labor dispute with certain categories of American manufacturers or with individual employers in certain theft-practicing occupations.

In the slaughter of more than 140 clothing factory operatives in the Washington Place fire in New York on March 25, the opponents of unionism among the clothing manufacturers of that city reached the climax of the long course of inhumanity and criminality against which the only agency successful in putting any effective impediment has been the trade union. Slow murder through underpay, overcrowding, bad ventilation, and slave-driving gave way in that awful event to the swift methods of murder characteristic of Chicago packing-house butchery. As the bodies of the poor girls fell with the patter of hailstones on the sidewalk from the height of ten stories, or reeled over in one narrow and overcrowded stairway or in the fire-trap workrooms, the last convincing point in evidence was reached of the lawlessness, the unrestrained avarice, the merciless disregard of human life which for more than a decade has marked the concentration of clothing manufacture under the control of employers directing the work of hundreds or thousands of employes, who were meantime taking advantage of every means possible to reduce wages and deprive their employes of the protection of the law or the trade union.

The girls employed by the Triangle Waist Company—really Isaac Harris and Max Blanck—were of the class of non-unionists which time and again we have warned the country are being brought to America to take the places of wage-workers either born here or established here for a sufficient period to know their rights as employes and to be aware of the weekly wage requisite to maintain themselves at something like American standards. These poor "greenhorns" were packed in at their machines like close-herded cattle, while at work they were locked in like penitentiary prisoners, they had never been exercised in the fire drill, they toiled amid heaps of highly inflammable materials, they had as outlets in case of fire one impracticable fire-escape and one stairway so small that two persons could hardly move in it abreast—all conditions clearly violating the factory laws. Hear

the ultra-conservative New York *Times* on these points: "They were mostly girls of from sixteen to twenty-three years of age." "Most of them *could barely speak English*." "Two thousand employes were on the payroll," crowded 'n upon four floors, the seventh, eighth, ninth, and tenth. A heading in the *Times* of Monday, 27, read: "Locked in factory, the survivors say, when fire started that cost 141 lives." The *Times* also quoted Mr. H. F. J. Porter, the industrial engineer to whose statements regarding factory conditions we have heretofore referred. After printing a letter written by Mr. Porter last June to the Triangle Waist Company, in which he offered to introduce a fire-drill among its employes, to which the company never replied, the *Times* continued: "Mr. Porter was very emphatic in talking of the fire last night.

"It is a wonder that these things are not happening in the city every day." "There are only two or three factories in the city where fire drills are in use, and in some of them where I have installed the system myself the owners have discontinued it.

"One instance I recall in point where the system has been discontinued despite the fact that the Treasurer of the com-

pany, through whose active co-operation it was originally installed, was himself burned to death with several members of his family in his country residence, and notwithstanding, that the present President of the company, while at the opera, nearly lost his children and servants in a fire which recently swept through his apartments and burned off the two upper floors of a building which was and still is advertised as the most fireproof and expensively equipped structure of its character in the city.

"The neglect of factory owners of the safety of their employes is absolutely criminal. One man whom I advised to install a fire drill replied to me: 'Let 'em burn up. They're a lot of cattle, anyway.'

"Although against the law of many States, it is not infrequent that factory doors used by the employes are kept locked during working hours. In one such case, of the 400 girls locked in on the fifth floor of an underwear factory, some leaped into nets held by firemen and others were taken down on the fire ladders; many were more or less injured, all nervously shocked."

(Continued next month.)

IRON, TIN AND STEEL WORKERS

In compliance with the directions of the Toronto Convention, on November 27, last year, one week after its adjournment, I issued a circular to the officials of affiliated national and international unions calling for a conference, to be held in Pittsburg, December 13, at which a course of action should be outlined, in accordance with the convention's adopted policy toward the United States Steel Corporation, and toward the workers engaged in their justified struggle with that corporation.

At this conference it was decided to recommend that each national or international union assign at least one organizer, and the American Federation of Labor as many organizers as possible, to assist the Iron, Steel and Tin Workers, all to proceed under the direction of the president of that union. Arrangements were made for financial contributions, and a recommendation adopted that the Tin Workers' Association should amalgamate with the Amalgamated Association of Iron, Steel and Tin Workers, the new body to be entitled the Amalgamated Iron, Steel and Tin Plate Workers' Association. A special committee was appointed to lay before the president of the United States, the president of the United States senate, and the speaker of the House of Representatives the grievances

of labor in the employment of the steel corporation, and, further, to demand a thorough investigation as to the legality of certain actions, as well as the existence, of that corporation. Special committees were also appointed to wait upon the governors of states and officials in counties and municipalities in which the corporation has plants, to protest against the wrongs inflicted upon the people in such communities and demand that these wrongs be righted.

On January 10 the special committee accordingly waited on the president and submitted to him in writing the charges against the steel trust. On February 18 and 15 conferences were had with the attorney-general, to whom the president had referred labor's charges. This was followed on March 22 by the formal presentation to the attorney-general in pamphlet form of "The Statement and Evidence in Support of the Petition and Charges Presented to the President of the United States against the United State Steel Corporation by the American Federation of Labor," in the preparation of which your officials had been assisted by Hon. Frank S. Monnett, former attorney-general of Ohio, and Hon. A. G. Ballard of Gary, Ind. On March 28, the attorney-general sent us his reply, the gist of it being: "This department does

not deem it expedient to take any action until the supreme court of the United States shall have decided the appeals now under consideration by it from the judgments of the circuit courts in the proceedings against the American Tobacco Company and the Standard Oil Company of New Jersey, respectively. These cases, the attorney-general explained, call for a "comprehensive construction and application by the court of the provisions of the Sherman act," under which the steel corporation must be proceeded against. The appeals referred to have not yet been decided.

Meantime the entire corps of organizers who had reported for the work were actively engaged in the steel trust's territory. A diversion of effort and of public attention, however, was caused in February by a walk-out of several thousand of the unorganized workmen of the Bethlehem Steel Company, in revolt against conditions as to hours, wages, and dangers to life and limb, the descriptions of which shocked the nation. Consequently, the United States senate allowed a resolution to pass, introduced at the instance of the American Federation of Labor, which authorized the Federal Bureau of Labor to investigate conditions in the steel works at South Bethlehem. The investigation began March 17, its findings and those of independent investigators being from day to day made public in the press. On March 21 the steel trust, bending to public opinion, through its president, directed a limitation of Sunday work in subsidiary companies; on April 15 it announced an increase of 6 per cent in the wages of a majority of its employees, and on April 16 further announced its adoption of a system of accident compensation. While none of these concessions reach the level of either union demands or the standards of disinterested investigators, they are manifestly due to the militant activities

of organized labor, evoking a widespread response from the unorganized workers in the industry.

Further incidents of the campaign and inquiry into the status of the steel corporation were: Presentation March 30 by American Federation of Labor representatives of a bill of grievances to Governor Marshall, of Indiana, with a petition to investigate the steel corporation's subsidiary companies in that state; passage of a resolution in the house of representatives, inspired by the American Federation of Labor, directing the attorney-general to investigate the steel corporation; passage of a bill by the senate, also introduced at the request of the American Federation of Labor, directing the United States Bureau of Labor to investigate and report the industrial conditions prevailing in the iron and steel industry of the United States.

Public statements have been made, and it is otherwise currently reported, that the report of the Bureau of Labor will soon be forthcoming and that the same will receive the attention of the administration.

It is recommended that, during the approaching sessions of the legislatures in Pennsylvania, West Virginia, Ohio, Indiana, Illinois, Wisconsin, Alabama, and elsewhere, the state authorities be urged to institute thorough investigations and proceedings against the corporation in so far as it is operating illegally and improperly within the state or states, and it is further urged that the investigation be extended to the industrial and economic conditions prevailing among the workers in the industry. In our time it is not enough that a great industry such as prevails in iron, steel, and tin, which has practically become a monopoly, shall be operated within the letter of the law. Such an industrial concern owes to society and humanity a deeper and broader concern for the welfare of its workers.

VALUE OF UNREST

The spirit of unrest, coupled with an honest desire for better and more favorable working conditions, is inborn in the minds and hearts of nearly all mankind and is kept alive by the more enthusiastic and boldly inclined.

It is well for the workers that this is true. Whenever the masses lose hope and ambition and cease to struggle the human family will commence to go backward.

This is true in all walks of life, but especially so in the trade union movement.

In our unions we have the radical, the enthusiastic, the young and the old,

the men of experience, the hopeless, the impatient, the ones with faith and the doubter and many minds with many different opinions.

The great task is to harmonize all these conflicting elements in a manner that will enable us to make headway in a permanent and substantial form that will do the most good for the greatest number.

The young inexperienced enthusiast, while meaning well and with the best intentions, will stake all in one effort, while the older and more experienced, although just as anxious to advance the cause and desirous of getting as

much, but with riper judgment, counts the consequences and weighs well the chances of success. He is not willing to rush to almost certain destruction with the chances 100 to 1 against him. He knows from experience the time, money, labor and self sacrifice that it has cost to build up and maintain the international union and is not willing to risk its destruction on the turn of a card. These men are the real leaders and have made the union possible.

The enthusiast is just as necessary as the old timer with the right heart and riper judgment. He arouses the dormant and hopeless to action, and great good follows if the majority follow the wise counsel of the more conservatively inclined.

The man of judgment who is honestly inclined and has the courage of his convictions will counsel and advise

taking what we are sure of today and abiding the chance to improve a little tomorrow or when the time is opportune. It takes more courage to do this than it does to stand up and play to the gallery, the prejudice and passion of inflamed members.

The pathway blazed by the true union man with ripe judgment and experience to back it up always leads to the greatest good for the greatest number.

In a bitterly contested strike in a competitive trade like ours the man of experience, ripe judgment, knowledge, fairness and the courage to stand up and be counted is a boon to the movement, a credit to himself and the trade union movement and will live always in grateful remembrance in the minds and hearts of the membership and in the history of our movement.—Cigarmakers' Journal.

THE "WALKING DELEGATE"

For a plain, matter-of-fact explanation concerning the "business agent," or, as he is oftentimes called, "walking delegate," of a labor organization, the following from the Cincinnati Post is commended to the attention of our readers. It says:

"The employers of labor are organized. They have selected the brainiest men that the schools turn out and that money can employ to lead them in their business enterprises, because they themselves cannot wholly manage their affairs on account of the lack of either time or experience.

"Frequently these men are the representatives of numerous stockholders who have clubbed together for mutual benefit. They call their representative in the shop a 'superintendent' or 'manager.' They might just as appropriately call him 'business agent' or even 'walking delegate,' for he stands in exactly the same relationship to those who employ him as does the 'regular' business agent or walking delegate to the trades union.

"Every argument that the superintendent uses in declining to deal with the representatives of the labor union comes back upon himself like a boom-erang.

"If the stockholders of the corporation choose to employ a lawyer or a business man or an organizer to conduct their affairs, they have a perfect right to do so. And if their employes are compelled to deal with him instead of directly with those who employ them, then, by the same token, the employes have the right to employ a lawyer, a business man or an organizer to conduct their affairs.

"It must logically follow that these

two representatives—the employers' and the employes—stand on a level in the transaction of such business as may concern both the members of the corporation and the members of the trades union.

"When the manager of the corporation foolishly argues that he will deal only with those who are in the employ of the company, declining to have anything to do with the man whom these same employes have selected to present their claims, then the men may with equal justice decline to deal with him, insisting upon dealing directly with the stockholders, and for precisely the same reasons that he himself advances.

"The business agent of the trades union ordinarily understands the technical aspects of the trade far better than the men themselves. He knows the situation not only in the local shop or factory, but in the trade as a whole. He is familiar with forms of bargaining and contracts. The average workingman hasn't the time to keep posted with regard to such matters. He has therefore followed the example of his employer by engaging an expert who may do these things for him.

"In these times of collective bargaining it is necessary for both sides to have their specialists.

"Aside from all other considerations there comes to the employe the necessity of engaging an outsider who cannot be boycotted or discharged by the employer because of his activity in behalf of the men. In self-defense the employers are compelled to engage some one whom the boss cannot touch."

EDITORIAL

PETER W. COLLINS

RECALL OF JUDGES. Progressive legislation in a number of states includes with the initiative and referendum the proposition for the recall of judges. We find in the discussion of this question by men of national reputation that there are different positions taken and we also find that one very eminent and distinguished statesman (the self-evident Theodore), has come out for the recall of judges in one state where his progressive friends are in the saddle but opposed to it in another state where his influence is not a factor. Such is the consistency of Roosevelt.

There are other statesmen who take a stand against the recall of judges declaring it pernicious and dangerous legislation and one that would lead the nation into chaos in a very short time. Among these latter is President Taft.

We differ with these distinguished opponents of the proposed law and believe that progressive legislation for the recall of judges is a step in the right direction and one that the coming years will see in force.

Of course, minds trained only to see the legal end of the situation with the narrow prejudices of the profession cannot be expected to see the greater principle underlying the need for this addition to the laws and the statutes of our country.

It is true that many of the opponents of this proposed legislation are honest in their opinions and fears, but the remedy is a much needed one and necessary for the public good.

We cannot agree, therefore, with those who would condemn this legislation for we feel that while the people may not always be right and might commit error in the recall of men who no doubt would do courageous service in the cause of right and justice yet we feel that it is right and proper and only just that they should be the ones to determine.

VINDICATION. It is indeed gratifying to the men of labor and their friends everywhere to note the decision of the Supreme Court of the United States in the case against President Gompers, Vice-President John Mitchell and Secretary Morrison of the A. F. of L.

The attitude of Judge Wright and his vindictive and illegal action in sentencing these men of labor for contempt of court is severely commented on and condemned by the unanimous decision of the highest judicial tribunal in the country and it should, indeed, act to the men of labor as an incentive to continue the fight for a recognition of the fundamental principles of justice.

It was a foregone conclusion, according to the published statements in the journals of the manufacturers' association and the enemies of labor, that the decision of Justice Wright would be confirmed by the United States Supreme Court and that President Gompers, Vice-President Mitchell and Secretary Morrison would be compelled to serve the sentence imposed upon them by Justice Wright.

The men of labor by a consistent devotion to the principles and ethics of trade unionism and an untiring effort for their advancement, can accomplish great results for the labor movement generally and they should take renewed courage in the fight which is being made by the trade union movement for the advancement of the interests of the workers.

Let us hope that the enemies of labor will realize that the progress of the movement cannot be impeded in the manner so much desired and so often used in the appeal to the courts for the illegal use of the equity power of injunction and the wrongful application of contempt proceedings in labor cases.

Labor and its friends, however, should continually be on the watch to protect its interests for it is only by watchfulness and loyalty that the preservation of its principles and the gaining and maintaining of its progress can be made.

STANDARD OIL. One of the far reaching decisions recently handed down by the Supreme Court is that dissolving the Standard Oil Trust, holding it a corporation in restraint of trade and the laws of the land.

This decision emphasizes very strongly the character and methods of this gigantic corporation, which was built by the throttling of its competitors and which has enriched its owners at the expense of the people.

The fight of the government against this combination (illegally instituted and in restraint of trade and the interests of the people), has been a hard fought one and one which was met at every angle by the highest legal talent available by the Standard Oil corporation. We do not know what actual effect this decision will have on the earning capacity of Standard Oil or on the value of its stocks and bonds but we do know that the decision rendered by the Supreme Court is a decision in accord with Civic righteousness and for the best interests of our people.

The Standard Oil and its advisers will no doubt find some expedient to cover the law but if they are wise they had better realize now that the temper of the American people has almost reached a straining point and that if they continue in the future as they have in the past there will be a day of reckoning.

MINUTES OF EXECUTIVE BOARD MEETING

Springfield, Ill., March 1, 1911.

MORNING SESSION.

Meeting called to order at ten o'clock.

Vice-Chairman in Chair. Kelly appointed secretary, pro tem.

Roll call showed Kelly, King Dickinson, Dolan, Fisher, present. Godshall, Swor, absent.

Telegram from Godshall saying he would arrive at 2:30. Ordered placed on file.

Art 24, Sec. 1. of the constitution was read by Vice-Chairman King. Moved and seconded that committee of three be appointed as auditing committee, Chair appointed Dickinson, Fisher and Dolan.

Moved and seconded we adjourn to meet at 3 o'clock this date.

Meeting adjourned at 10:35.

WEDNESDAY AFTERNOON SESSION.

Meeting called to order at 3 o'clock by Chairman Godshall.

Roll call showed Godshall, King, Swor, Fisher, Dickinson, Dolan, Kelly, present.

Minutes of previous meeting read.

Audit Committee reported they had employed Illinois Audit Company to make audit.

Death claim Geo. Crumpler was discussed. On motion all death claims and payment of per capita was made.

Special order of business for Friday afternoon, the 3rd.

Discussion of Building Trades was taken up and laid over until Grand President McNulty arrived. Moved and seconded we adjourn until 9 a. m., Thursday. Carried.

THURSDAY MORNING SESSION.

Meeting called to order by Chairman Godshall at 9 a. m. Roll call showed all members present.

Minutes of previous meeting were read and ordered filed.

Communication from Financial Secretary of No. 52, Newark, N. J., was read and referred to special order of business Friday afternoon.

Committee on bonds reported they had received the bond of F. J. McNulty, I. P., from the United States Fidelity and Guaranty Company for the amount of \$5,000.00. Bond expires January 1st, 1912.

Also bond of Peter W. Collins, I. S., for the amount of \$10,000.00 written by the same company expiring November 28, 1911.

Also bonds of Wm. A. Hogan, I. T., written by the Fidelity and Deposit Company of Maryland for the amount of \$15,000.00 expiring September 1st, 1911, and \$10,000 in the National Surety Company expiring August 31, 1911.

Moved and seconded the Committee of three be appointed to draft resolutions to present to the Board on taking unaffiliated electrical workers into the Brotherhood.

Fisher, Dickinson and Godshall, committee.

Moved and seconded that we stand adjourned until 1:30 p. m.

THURSDAY AFTERNOON SESSION.

Called to order by Chairman Godshall. All members of the board present.

General discussion.

Adjourned at 5:30 p. m., until 9 o'clock Friday morning.

FRIDAY MORNING SESSION.

Meeting called to order at 9 a. m. by Chairman Godshall. All members present.

Minutes of previous meeting was read and approved as corrected.

Moved and seconded that we reconsider the vote taken on Local 279. Carried.

Moved and seconded that request of Local 279 be not granted.

Motion was amended to lay over until the International President arrives. Carried.

Adjourned until 1:30 p. m.

FRIDAY AFTERNOON SESSION.

Meeting called to order by Chairman Godshall at 1:30 p. m. All members present.

Death claims and payment of per capita laid over at Wednesday meeting for special order of business Friday afternoon taken up.

Death claim of H. Peterson, Local No. 5, Pittsburg, Pa., was read by E. B. Member Dolan.

Moved and seconded that Local No. 5 be notified by Dolan and Swor that H. Peterson's standing was taken up by the Board, and on investigation found that the brother was not in good standing, therefore the claim could not be legally paid.

Death claim of George Crumpler, Local No. 233, Colorado Springs, Colo., brought up by E. B. Member Dickinson. On investigation of the International Secretary books it was found that the deceased brother was only entitled to \$100.00 benefit on account of going in arrears in the year of 1909.

Moved and seconded that Local No. 233 Colorado Springs be notified by the secretary the action of the board on this claim. Carried.

Request of Local Union No. 41, Buffalo, N. Y., for remission of three months per capita. Moved and seconded that request be granted for the months of April, May and June 1911. Motion carried.

Moved and seconded that letter from E. L. Beatty, in regard to placing Clarence Smith of Local No. 52, Newark, N. J., card No. 1936 in continuous good standing be not granted and that letter be placed on Int. Sec'y files for future reference, and note of same be made on his membership card in General Office.

Letter from S. A. Strout to F. L. Kelly, E. B. Member, in regard to placing M. J. Kane of Local No. 96, Worcester, Mass., in continuous good standing was read.

Moved and seconded that same be not granted and that letter be turned over to Int. Sec'y to be placed on file and that note of standing be made on membership card in General Office for future references. Carried.

Adjourned until 9 a. m. Saturday.

SATURDAY MORNING SESSION.

Meeting called to order at 9 a. m. by Chairman Godshall. All members present.

Letter from Wm. Spencer, Secretary of Building Trades Department of the A. F. of L. addressed to Jas. P. Noonan, Int. Vice President, I. B. E. W., stating that the Executive Board of the International Steam Engineers would meet in Chicago March 13, 1911, and would meet a committee from the E. B. of Electrical Workers was read.

Moved and seconded that letter be received and laid on the table until the International President arrives. Motion was lost.

Moved and seconded that letter be laid on the table. Motion carried.

General discussion of the trade was entered into.

Moved and seconded that we stand adjourned subject to the call of the Chairman. Carried.

MONDAY MORNING SESSION.

Meeting called to order at 9 a. m. by Chairman Godshall. All members present.

Minutes of previous meeting were read and approved.

Committee appointed to draft resolution at Thursday's meeting made report and resolutions were read.

Moved and seconded that the resolution be adopted as read and incorporated in the minutes.

General discussion on the resolution.

Adjourned until 1:30 p. m.

MONDAY AFTERNOON SESSION.

Meeting called to order at 3 p. m. by Chairman Godshall. All members present. Discussion of resolution by Board members and the International officers.

Adjourned at 5 p. m.

TUESDAY MORNING SESSION.

Meeting called to order at 9 a. m. by Chairman Godshall. All members of the Board present.

Minutes of previous meeting were read and approved.

Discussion of resolution renewed by the Board members and International officers.

Adjourned at 12 a. m.

TUESDAY AFTERNOON SESSION.

Meeting called to order at 1:30 p. m. All members present.

Motion amended that resolution be adopted as corrected. That copy of same be sent to all Local Unions in the Brotherhood and to all Organizers now on the road. Carried.

Whereas, The action of the International Executive Board in extending clemency to the locals of the unaffiliated electrical workers as prescribed in the report and recommendation of Brother Frank Duffey to the St. Louis Convention of the American Federation of Labor, has met with such grand success, and

Whereas, It has come to our notice that there are many individual members of said unaffiliated organizations who wish to enter our ranks on these same terms, namely, good standing for one year, also minimum death benefit of One Hundred Dollars; all other benefits accorded all our members of one year's continuous good standing, upon payment of current months per capita tax, therefore, be it

Resolved, That all our Local Unions be permitted to take into membership, such members of said unaffiliated organizations who are ex-members of the I. B. E. W. as they see fit, on said terms. But it is understood that this law can apply but once to each individual or Local Union. And that Sec. 11 of Art. XI of the constitution of the I. B. E. W. shall apply in all other cases, and be it further,

Resolved, That in cases where unaffiliated electrical workers have joined other organizations, and have no previous record in the International Office that they can be taken as members and placed in benefit upon payment by Local Unions of One Dollar initiation fee and current per capita to the I. O., and that members so taken be placed in good standing and entitled to all benefits accorded to members of one year's continuous good standing, including the minimum death benefit (One Hundred Dollars) provided applicant has maintained a card as an electrical worker for one year, and be it further

Resolved, That in cases where members of unaffiliated organizations making application have been actively engaged in working against the interests of our Brotherhood, or, who have taken the place of our members during a strike or lock-out, the Local Union receiving applications shall submit application to the International Executive Board through the International President for approval before admitting applicant to membership, and be it further

Resolved, That the admission of all applicants under this law, shall be at the option of the Local Union to whom application is made except as herein specified.

Letter from Wm. Spencer, Secretary of the Building Trades Department of the A.

F. of L., addressed to Jas. P. Noonan, International Vice-President of the I. B. E. W., relative to meeting of the Executive Board of the International Steam Engineers, Chicago, March 13th, was taken up and discussed by International President and the members of the Board.

Moved and seconded that the communication be turned over to International President McNulty for action on same. Carried.

Letter from C. O. Pratt was received and ordered filed.

Letter from Wm. Spencer of the Building Trades Department of the A. F. of L., addressed to International President F. J. McNulty, relative to strike on Wilcut job in Boston, Mass., affecting our craft was read.

Moved and seconded that committee of three be appointed to draft letters of protest to Jas. Short, President of the Building Trades Department of the A. F. of L., for not supporting our organization in the Building Trades Council in the city of St. Louis.

Committee: Kelly, Dolan and King.
Adjourned until 9 a. m. Wednesday.

WEDNESDAY MORNING SESSION.

Meeting called to order at 9 a. m. by Chairman Godshall. Roll call as follows: Godshall, King, Swor, Fisher, Kelly, Dolan, Dickinson, present.

Minutes of previous meeting were read and approved.

Moved and seconded that Brother Peebles from Local No. 1, St. Louis, be admitted to state grievance by Local No. 1 against the Building Trades Council and affiliated trades of St. Louis for retaining seceding electrical workers in their body.

Committee appointed to draft protest to Jas. A. Short, President Building Trades Department of the A. F. of L., against our Local Union receiving no support from the various local unions comprising the B. T. Council in the city of St. Louis. Made report.

Moved and seconded that report be referred back to the committee to include Omaha, Nebr., Cedar Rapids, Ia., Des Moines, Ia., Lincoln Nebr., and Providence, R. I. Carried.

Moved and seconded that committee of three be appointed to draft letter to the different Int. officers of the Building Trades, protesting against our organization receiving no support in the different cities where Building Trades are organized. Fisher, Dickinson and Godshall, committee. Motion carried.

Moved and seconded we adjourn subject to the call of the chairman. Carried.

AFTERNOON SESSION.

Meeting called to order at 2:45 by Chairman Godshall. Roll call as follows: Godshall, King, Swor, Fisher, Kelley, Dolan and Dickinson.

Committee appointed to draft letter of protest to Jas. A. Short, President Building Trades Department, made report.

Moved and seconded that report of the committee be adopted and become a part of the minutes, and that a copy of same be sent to Secretary Spencer of the Building Trades Department. Carried.

Committee appointed to draft letter to be sent to International Officers of the various crafts composing the Building Trades was read.

Moved and seconded that report of committee be adopted and become part of the minutes and sent to all International heads of the Building Trades. Carried.

Moved and seconded that International President, International Vice-President and International Secretary attest letters adopted by the Board. Carried.

Moved and seconded that letter received from the Ohio Valley Trades and Labor Assembly be received and answered by Secretary and signed by Chairman and Secretary. Carried.

Moved and seconded that letter from Local Union 679 be received and referred to I. E. B. Member Godshall for report on same to E. B. upon his return to Philadelphia. Carried.

COPY.

Dear Sir and Brother:—It has been brought to our notice that there are local unions of your organization seated in the Building Trades Councils in the cities of St. Louis, Mo., Omaha, Nebr., Lincoln, Nebr., Des Moines, Ia., Cedar Rapids, Ia., and Providence, R. I., who are discriminating against our organization in refusing to unseat the locals of the organization known as the Reid faction of the Electrical Workers, thereby making it impossible for locals of our Brotherhood to exist in these places.

In St. Louis, Mo., the conditions are especially bad, as the Building Trades Council not only have refused to seat representatives of our Local Union, but have refused to unseat representatives of the so-called Reid faction of Electrical Workers, and have at numerous times, called strikes on jobs where our men were at work, thereby making it practically impossible for men of our organization to exist.

Now, Brother, we appeal to you to use your good offices to see that your local unions in these several places obey the mandates of the A. F. of L. as laid down, both in convention and as findings of the Executive Council, and also those of the Building Trades Department of the A. F. of L., which it is hardly necessary to call to your attention, inasmuch as you are as well, if not better, acquainted than we are.

Thanking you in advance for any assist-

ance you can render us in this matter, we beg to remain,

Respectfully yours,

Int. Pres. IVP. I. S. and I. E. B.

Adjourned until 9 a. m.

THURSDAY MORNING SESSION.

Meeting called to order at 9 a. m. by Chairman Godshall. Roll call: Godshall, King, Swor, Fisher, Kelley, Dolan and Dickinson present.

Minutes of previous meeting were read and approved.

Moved and seconded that the matter of L. U. No. 279, Terra Haute, Ind., be referred to Int. President. Carried.

Death claim of J. Cunningham of Local No. 5 of Pittsburg was taken up for consideration.

Moved and seconded that matter be laid over for further information. Carried.

Adjourned until 1:30 p. m.

AFTERNOON SESSION.

Meeting called to order by Chairman Godshall at 1:30 p. m. and all members present.

Moved and seconded that Int. Secy. send to all local unions for referendum vote on city where International Convention shall be held in accordance with our International laws. Motion carried.

Moved and seconded that committee of two be elected to meet at the General Office, Sept. 1, 1911, to audit Int. Secretary and Int. Treasurer books, and that committee have power to employ an expert accountant and report audit to the I. E. B. at Convention city, September 11th. Committee elected, Fisher and Dickinson.

Motion to adjourn until 7:30 p. m. was lost. Moved and seconded that we adjourn until 9 a. m. Friday. Carried.

FRIDAY MORNING SESSION.

Meeting called to order at 9 a. m. by Chairman Godshall. All members present.

Minutes of previous meeting approved as read.

Moved and seconded that Bro. Ches. DeMoss from Chicago be admitted to state grievance against Local No. 134.

Int. Secy. be instructed to give Bro. DeMoss a letter to Local No. 134 and if letter is not satisfactory and accepted by Local No. 134, he make out in detail his grievance against the local and file with Int. President for decision.

Moved and seconded that a committee be appointed to draft a letter to President Gompers and Secretary Morrison of the A. F. of L. protesting against seceders not being unseated in Central Body in Springfield, Mass. Carried. Fisher, Dickinson and Kelly, committee.

Moved and seconded that matter pertaining to the Los Angeles affair be turned over to Int. President for action on same. Carried.

Moved and seconded that the matter

pertaining to the New England District Council brought before the Board by E. B. Member Kelly, be referred to E. B. Member Kelly, committee of one, for adjustment. Carried.

Moved and seconded that Int. President be given leave of absence on account of illness. Motion carried.

Moved and seconded we adjourn until 1:30 p. m. Carried.

Meeting called to order at 1:30 p. m. by Chairman Godshall. All members present.

Paul McNally of Inside Electrical Workers Local No. 534, of Greater New York, appeals from a decision rendered by Int. V. P. acting for I. P. McNulty. Was taken up, and after a careful consideration of case it was moved and seconded that the decision of I. V. P. be sustained. Motion was carried.

The following letter from Executive Board of the A. F. of L. was received. Moved and seconded that the following reply be sent. Carried.

Moved and seconded that adult committee report be received and ordered placed in safety deposit vault. Carried.

Moved that Int. Officers be requested to familiarize themselves with these minutes. Carried. Moved and seconded that we adjourn subject to the call of the chair. Carried.

Frank Swor,
Secretary, I. E. B.

Springfield, Ill., March 7, 1911.
Grand Executive Board of the International Brotherhood of Electrical Workers, Springfield, Illinois.

Gentlemen:—In accordance with your instructions we have made an examination of the books, accounts, vouchers, etc., of the International Brotherhood of Electrical Workers, kept by the Secretary and Treasurer, covering a period of six months, ending with the close of business on January 31, 1911.

The general offices of the Brotherhood are located in the Pierik Building at Springfield, Illinois, where the examination was made. During said six months, from August 1, 1910, to January 31, 1911, the officers in charge of the Brotherhood's funds were: Peter W. Collins, Secretary; W. A. Hogan, Treasurer.

The showing of the books is herewith presented, and with a view to convenient reference our report is divided and arranged as follows:

Exhibit A—Receipts from August 1, 1910, to January 31, 1911.

Exhibit B—Disbursements from August 1, 1910 to January 31, 1911.

Exhibit C—General Ledger Balances from August 1, 1910, to January 31, 1911.

Exhibit D—Statement of Resources and Liabilities from August 1, 1910, to January 31, 1911.

Exhibit E—Inventory of Supplies from

August 1, 1910, to January 31, 1911.

Exhibit F—Statement of Bank Balances from August 1, 1910, to January 31, 1911.

Exhibit G—Return remittance Account from August 1, 1910, to January 31, 1911.

Exhibit H—Verification of Cash from August 1, 1910, to January 31, 1911.

Exhibit I—Statement of Advances made by General Office.

Exhibit J—Salaries and Expenses of Grand Officers and Executive Board.

Exhibit K—Peter W. Collins, Trustee L. U. No. 6.

EXHIBIT A.

Receipts from August 1, 1910, to January 31, 1911.

Cash on hand and in banks, July

31, 1910, (not including interest credited since injunction)	\$94,853.96
Per Capita	21,215.85
Initiation	3,500.00
Supplies	428.29
Buttons	38.00
Charms	20.00
Bonds	2.50
Dues	666.30
Electrical Worker	309.60
Interest	75.63
Refunds	52.50
Special Assessment of 1908	5.25
Assessments	5,005.50

Total126,173.38

EXHIBIT B.

DISBURSEMENTS FROM AUGUST 1, 1910, TO JANUARY 1, 1911.

District Council Fund	\$ 502.50
Organization Fund	5,549.73
Death Claims	5,600.00
Salary—Grand Officers	3,031.00
Salary—Employees	2,008.00
Expenses—Grand Officers	1,771.08
Electrical Worker	1,445.85
Supplies—General Office	142.42
Supplies—Local Unions	212.88
Postage, \$395.00 and Express, \$342.74	737.74
Telegraph, \$113.56 and Telephone, \$34.90	148.46
Rent	476.00
Light	8.05
Advances	950.00
Bonds	216.50
Refund G. O.	1.50
Chicago Convention	200.00
E. B. Meeting	1,440.82
A. F. of L. Convention	317.20
Building Trades Assessment	325.00
Executive Board and Organizers' Advance Fund (P. W. Collins, Custodian)	500.00
Per Capita, American Federation of Labor	690.00
Per Capita, Building Trades Department	260.00
Per Capita, Metal Trades Department	330.00
Per Capita, Union Label Trade Department	40.00
General Miscellaneous Expenses	593.00
Legal Services	200.00
Sundry Disbursements (Office)	7.35

Total\$ 27,705.79

Cash on hand (not including interest credit by banks in which funds are held up by injunctions) January 31, 1911. 98,467.59

\$126,173.38

EXHIBIT C.

GENERAL LEDGER BALANCES, JANUARY 31, 1911.

Folio	Dr.	Cr.
3 Cash	\$ 98,467.59	
11 General Fund	9,085.27	
19 Organizing Fund		\$ 9.37
31 District Council Fund		34,661.63
38 Convention Fund		32,137.10
46 Defense Fund		101.50
47 Death Benefit Fund		4,660.32
52 Reserve Fund		37,584.39

229 Death Claim—E. B. Lawrence, L. U. No. 36.....		100.00
235 Advances Unpaid	1,201.45	
*284 E. B. Advance Fund (P. W. Collins, Custodian)	500.00	
	<u>\$109,254.31</u>	<u>\$109,254.31</u>

EXHIBIT D.

STATEMENT OF RESOURCES AND LIABILITIES, JANUARY 31, 1911.
(Including non-ledger items.)

RESOURCES.

Cash deposited in banks	\$ 98,467.59
Advance to sundry persons	1,201.45
Executive Board and Organizers' Advance Fund (P. W. Collins, Custodian)	500.00
General Fund (Dr. balance)	9,085.27
Furniture and Fixtures (Inventory)	1,612.15
Supplies on hand	576.60
Interest credited by bank since injunction	10,494.06
	<u>\$121,937.12</u>

LIABILITIES.

District Council Fund	\$4,661.63
Surplus Apportioned:	
Organization Fund	9.37
Convention Fund	32,137.10
Defense Fund	101.50
Death Benefit Fund	4,660.32
Reserve Fund	37,584.39
Death Claim—E. B. Lawrence	100.00
Surplus unapportioned	12,682.81
	<u>\$121,937.12</u>

EXHIBIT E.

INVENTORY OF SUPPLIES.

40 Old Seals	\$60.00
79 400 Page Ledgers	74.10
194 200 Page Ledgers	87.30
9 Day Books	2.25
2 Treas. Cash Books .....	.80
99 Roll Call Books	32.96
80 Warrant Books	9.60
152 Treas. Receipt Books	18.24
93 Minute Books	24.18
50 D. C. Receipt Books	7.50
1750 F. S. Report Blanks	7.00
3000 Constitutions	31.20
6400 Application Blanks	7.68
9500 Arrearage Blanks	17.10
500 Working Cards .....	.80
350 Rituals	6.08
4000 Due Books	36.00
500 Traveling Cards	2.30
7000 Large Envelopes	15.63
2500 Small Envelopes	3.38
50 Receipt Books	50.00
8500 Letter Heads	11.05
400 Withdrawal Cards	4.00
4 R. G. Charms	3.00
1 Pair Cuff Buttons S. G.	4.50
4 Pairs Cuff Buttons R. G.	3.00
10 Small Lapel Buttons S. G.	3.50
2 Lapel Buttons R. G. ....	.60
88 Large Lapel Buttons S. G.	52.80

\$ 576.60

*This fund is created by Executive Board to provide organizers with funds on short notice.

GENERAL OFFICE—GRAND SECRETARY.

150	Transfer files	\$ 15.00
1	Rotary Neostyle	35.00
2	Revolving stools and 7 chairs.....	3.50
3	Vertical letter files, 1 vert.....	
10	Drawer, 1 vert. comb. card and document file.....	1.50
1	Clock	4.50
1	Large Standing Desk.....	25.00
1	Typewriter and Desk.....	90.00
1	Large Oak Table, 5x10.....	40.00
1	Large Oak Table, 4x 8.....	9.00
96	Yards Linoleum	10.00
6	Vertical Letter Cases (wooden).....	8.00
48	Vertical Letter Cases.....	48.00
12	Rolls of Wrapping Paper.....	18.60

GRAND SECRETARY'S PRIVATE OFFICE.

1	Large and 1 small Safe	\$275.00
1	Universal Adding Machine.....	315.00
1	Roll Top Desk.....	30.00
	Flat Top Desk.....	20.00
3	Revolving Office Chairs.....	10.50
1	Typewriter Desk and Typewriter.....	80.00
1	Small Cabinet File.....	2.00

GRAND PRESIDENT'S PRIVATE OFFICE.

2	Sectional Book Cases.....	\$ 31.50
1	Roller Top Desk.....	20.00
1	Revolving Chair	2.00
1	Vertical Letter File.....	30.00
1	Typewriter and Desk.....	50.00
3	Chairs at 50 cents each.....	1.50

STOCK ROOM.

1	Flat Top Desk.....	\$ 9.00
1	Wrapping Table	4.50
1	Stool	1.00
3	Chairs	3.00
1	Postal Scale	3.50
1	Balance Scale	4.00
1	Elliot Stencil Cutter	115.00
1	Elliot Addressing Machine	67.50
1	Stencil Case, 800 frames.....	72.00
1	Yerbe File with Comb. Sheet.....	36.00
2	Small Combination Files.....	1.80
1	Wrapping paper frame.....	.50
1	Letter Press	1.00
3	Waste Paper Baskets.....	.50
2	Old Safes at Washington, D. C.....	100.00
	Shelving for Stock.....	5.00
1	Yerbe Card Letter File.....	11.50
1	Seal, cuts at 75 cents each.....	.75

\$2,188.75

EXHIBIT F.

STATEMENT OF BANK BALANCES, JANUARY 31, 1911.

	Balance charged on books.	Interest credited by banks.	Balance reported by banks.
Lincoln Bank, Springfield, Ill.....	\$ 6,971.47		\$ 9,523.91
State Natl. Bank, Springfield, Ill.....	3,079.46		3,079.46
Sangamon Loan & Trust Co., Springfield, Ill....	1,500.00	\$ 189.09	1,689.09x
Guardian Sav. & Trust Co., Cleveland, O.....	13,600.00	1,729.62s	1,829.62z
Cleveland Trust Co., Cleveland, O.....	19,246.66	2,428.15	21,674.81z

THE ELECTRICAL WORKER

Society for Savings, Cleveland, O.....	15,200.00	1,917.64	17,117.64z
Citizens Sav. & Tr. Co., Cleveland, O.....	17,300.80	2,182.62	19,483.42z
Superior Sav. & Tr. Co., Cleveland, O.....	16,225.00*	2,046.94	18,271.94z
W. A. Hogan, <i>Treas.</i>	5,344.20	.....	5,344.20
Total	\$98,467.59	\$10,494.06	\$98,014.09
x Interest to November 1, 1910.			
z Interest to January 1, 1911.			
s Bank Balance \$829.62; estimated interest on \$13,500.00 withdrawn, \$1,000.00.			

ADJUSTMENT.

Balance on books, February 1, 1911.....	\$ 98,467.59
Interest credited since injunction.....	10,494.06
Checks outstanding February 1, 1911.....	2,552.44

\$111,514.09

Amount withdrawn from Guardian Savings & Trust Co., and paid to F. J. Sullivan.....	13,500.00
---	-----------

\$98,014.09

NOTE—The balances in Cleveland banks were furnished us by telegraph by Messrs. Hoyt, Dustin, Kelley, McKeehan and Andrew.

EXHIBIT G.

RETURN REMITTANCE ACCOUNT.

Balance, Audit of Aug 1, 1910.....	\$ 132.01
Amount received during six months ending Jan. 31, 1911, for which checks were issued and returned.....	1,018.30

\$1150.31

Vouchers returned during six months.....	966.42
--	--------

Balance in Bank, Feb. 3, 1911.....	\$183.89
------------------------------------	----------

Book Balance	\$ 54.70
Checks Outstanding February 1, 1911.....	175.79

\$230.49

Checks issued prior to Audit of 1909.....	46.60
---	-------

\$183.89

EXHIBIT H.

VERIFICATION OF CASH—STATEMENT OF FUNDS.

	February 1, 1911.
Lincoln Bank (now Sang. L. & Tr. Co.), Springfield, Ill.....	\$ 9,523.91
State National Bank, Springfield, Ill.....	3,079.46
Sangamon Loan & Trust Co., Springfield, Ill.....	1,500.00
Guardian Savings & Trust Co., Cleveland, O.....	100.00
Cleveland Trust Co., Cleveland, O.....	19,246.66
Society for Savings, Cleveland, O.....	15,200.00
Citizens Savings & Trust Co., Cleveland, O.....	17,300.80
Superior Savings & Trust Co., Cleveland, O.....	16,225.00
W. A. Hogan, Treasurer.....	5,344.20

\$ 87,520.03

Amount paid by Guardian Savings and Trust Co., to F. J. Sullivan and J. W. Murphy.....	13,500.00
--	-----------

\$101,020.03

Checks outstanding, Lincoln Bank.....	2,552.44
---------------------------------------	----------

Cash Balance as shown by General Ledger.....	\$ 98,467.59
--	--------------

*Through typographical error amount shown in Superior Savings & Trust Co., in report of Aug. 1, 1910, was shown as \$16,255.00 instead of \$16,225.00.

CLOSE OF BUSINESS, MARCH 6, 1911.

Lincoln Bank, Springfield, Ill.....	\$ 13,015.43	
State National Bank, Springfield, Ill.....	3,079.46	
Sangamon Loan & Trust Co., Springfield, Ill.....	1,500.00	
Guardian Savings & Trust Co., Cleveland, O.....	100.00	
Cleveland Trust Co., Cleveland, O.....	19,246.66	
Society for Savings, Cleveland, O.....	15,200.00	
Citizens Savings & Trust Co., Cleveland, O.....	17,300.80	
Superior Savings & Trust Co., Cleveland, O.....	16,225.00	
W. A. Hogan, Treasurer.....	5,344.20	
Amount paid by Guardian Savings & Trust Co., to F. J. Sullivan and J. W. Murphy under their construction of Court Order	13,500.00	
Cash in hands of P. W. Collins, Grand Secretary, (counted) ..	66.65	
	<u>\$104,578.20</u>	
Outstanding Checks, Lincoln Bank, (listed below).....	2,890.70	
		<u>\$101,687.50</u>
Cash Balance, General Ledger, February 1, 1911.....	\$ 98,467.59	
February Receipts	7,373.26	
Receipts, March 1 to March 6, inclusive.....	66.65	
	<u>\$105,907.50</u>	
February Disbursements	2,389.87	
Disbursed, March 1 to March 6.....	1,830.13	
	<u>\$ 4,220.00</u>	<u>\$101,687.50</u>

CHECKS OUTSTANDING FEBRUARY 1, 1911.

EXHIBIT H. (Continued.)	80	38.95
Checks Outstanding February 1, 1911.	1	75.70
		<u>\$2,552.44</u>

Check No.	Amount
3025	\$ 100.00
3116	50.00
3290	100.00
3328	50.00
48	85.50
50	30.00
1	7.00
2	100.00
3	52.85
4	100.00
5	73.00
6	60.20
9	35.50
60	53.00
1	196.50
2	64.84
3	31.75
4	300.00
5	200.00
6	100.00
7	1.10
8	196.50
9	6.75
70	2.00
1	13.60
2	73.00
3	70.00
4	30.00
5	16.00
6	78.80
7	52.75
8	57.15
9	50.00

EXHIBIT H. (Continued.)	
Statement of Checks Outstanding at Close of Business March 6, 1911.	
Check No.	Amount
3290	\$ 100.00
3025	100.00
3028	50.00
3054	100.00
59	35.50
65	200.00
67	1.10
73	70.00
3116	50.00
3406	100.00
10	100.00
13	53.97
18	100.00
19	186.00
20	166.00
21	137.29
22	30.00
23	61.65
24	300.00
25	300.00
26	34.50
27	136.00
28	34.15
29	58.90
30	46.59
31	6.54
32	21.82
33	20.75

THE ELECTRICAL WORKER

EXHIBIT H. (Continued).

34 .....	.65	38 .....	.75
35	100.00	39	18.56
36	113.24		
37	76.74		\$2,890.70

EXHIBIT I.

STATEMENT OF ADVANCES MADE BY GENERAL OFFICE,
AUGUST 1, 1910, TO JANUARY 31, 1911.

Name.	Bal. due Aug. 1, 1910.	Advanced.	Repaid.	Bal. due Jan. 31, 1911.
F. J. McNulty.....	\$1,084.00	.....	\$1,084.00	.....
F. J. McNulty.....	.....	\$250.00	.....	\$ 250.00
P. W. Collins.....	76.45	.....	.....	76.45
F. J. Sullivan.....	300.00	.....	.....	300.00
J. J. Reid.....	150.00	.....	.....	150.00
E. G. Smith.....	100.00	.....	50.00	50.00
J. P. Noonan.....	25.00	100.00	.....	125.00
E. B. Coleman.....	100.00	.....	.....	100.00
W. Godshall	50.00	.....	.....	50.00
Frank Fisher .....	.....	50.00	.....	50.00
Frank Fisher .....	.....	25.00	.....	25.00
Frank Fisher .....	.....	25.00	.....	25.00
Total	\$1,885.45	\$450.00	\$1,134.00	\$1,201.45

BALANCES DUE ON ADVANCES JAN. 31, 1911, AS FOLLOWS:

F. J. McNulty.....	\$ 250.00
P. W. Collins.....	76.45
F. J. Sullivan.....	300.00
J. J. Reid.....	150.00
E. G. Smith.....	50.00
J. P. Noonan.....	125.00
*E. B. Coleman.....	100.00
W. Godshall	50.00
Frank Fisher	100.00
Total	\$1,201.45

EXHIBIT J.

STATEMENT OF SALARIES AND EXPENSES PAID TO GRAND OFFICERS AND
EXECUTIVE BOARD DURING SIX MONTHS ENDING
JANUARY 31, 1911.

Name.	Expenses.	Salary.
J. P. Noonan.....	\$ 487.57	\$ 798.00
P. W. Collins.....	478.70	1,004.00
F. J. McNulty.....	598.49	1,004.00
Frank Fisher	4.50	.....
F. L. Kelly.....	70.17	.....
C. H. McConaughy.....	35.20	.....
W. A. Hogan.....	7.50	100.00
E. C. Dickinson.....	88.95	.....
E. G. Smith.....	.....	125.00
Total.....	\$1,771.08	\$3,031.00

EXHIBIT K.

PETER W. COLLINS, TRUSTEE LOCAL UNION NO. 6.

RECEIPTS.

From F. J. McNulty, June 22, 1908	\$336.70
Interest on Balance Lincoln Bank Sept. 8, 1909	20.22
Interest on Balance Lincoln Bank March 11, 1910	8.10

\$865.02

*We find an expense account of \$87.00 filed and allowed to E. B. Coleman leaving his advance at \$13.00 instead of \$100.00 as shown herein.

DISBURSEMENTS.

Check
No.

1	Repayment Loan to L. U.....	124	\$ 43.50
2	Repayment Loan to L. U.....	9	58.00
3	Repayment Loan to L. U.....	534	290.00
4	Repayment Loan to L. U.....	52	14.50
5	Repayment Loan to L. U.....	104	14.50
6	Repayment Loan to L. U.....	12	5.80
7	J. C. Fisher.....		14.50
8	Repayment Loan to L. U.....	102	14.50
9	Repayment Loan to L. U.....	595	333.50
10	W. S. Godshall.....	98	29.00

\$ 817.80

Balance in Lincoln Bank..... \$ 47.22

L. L. Bacchus, Treasurer of the Certified Audit Company, upon his oath states that to the best of his knowledge and belief the foregoing report of examination of the International Brotherhood of Electrical Workers is a true and correct statement of conditions as disclosed by the books, checks and vouchers in the Springfield Office.

L. L. BACCHUS,
Treasurer.

Subscribed and sworn to before me this —th day of March, 1911.

(Seal.)

J. C. STEWART,
Notary Public.

The books and accounts showing transactions of the International Brotherhood of Electrical Workers having been examined by this Company for the four years preceding July 31, 1909, and again for the year ending July 31, 1910, any comments other than those heretofore made seem unnecessary in connection with this report covering the six months ending on and with January 31, 1911.

The favorable mention as to methods of accounting, care exercised in procuring proper vouchers for all disbursements and careful attention given to the details of the management of the business of the Brotherhood is reiterated.

Respectfully submitted,

CERTIFIED AUDIT COMPANY,
Per Henry B. Henkle,
Secretary.

ON THE JOB.

California Men of Labor Secure Legislation Vital to Every Workman in the State.

Washington, April 22.—Officials of the State Federation of Labor of California, materially aided by the organizations of San Francisco, have made a record in obtaining legislation during the recent session of the legislature of that state. Among other laws passed, the following are the more prominent:

Employers' liability and workmen's compensation act, eight hours for women; the repeal of a law which made it a misdemeanor to "entice a seaman to desert," this bill or repeal having been passed by two previous sessions and twice vetoed by Governor Gillet; a child labor bill forbidding minors under 18 years to work between 10 o'clock in the evening and 5 o'clock in the morning; a full train crew bill. Free labor bureaus are to be established in San Francisco and Los Angeles; a lien law which will enable members of the build-

ing trade unions to secure unpaid wages due them; a law to compel advertisers for labor to state truth if strike or lock-out is in force.

A number of other laws were passed, and with the strict enforcement great benefit will result to workmen.

HAIR-SPLITTING DECISION.

English House of Lords a Replica of Our Judicial Tribunals—instead of Interpreting Law, Enact It.

Washington, April 22.—While there have been many decisions rendered by American courts that are abortive, which has led to great abuses and a general decline of respect and confidence in the judicial branch of the government, yet England is apparently striving, in some instances, at least to emulate judicial practice of this country. A workingmen's compensation act is in force in Great Britain, and under its provisions all wage earners are included. Recently a taxi cab driver was injured in cranking his machine and applied for compen-

sation provided by law where the injury received compelled cessation of work. The taxi cab company refused to acquiesce in the demand and the case was taken to court. The Westminster county court decided against the driver. It was then appealed to the court of appeal, which sustained the decision of the lower court. Another appeal was taken to the house of lords, and this august body also sustained the decision of the court of appeal. But the curious mental twist of the minds of those making the decision is worthy of close scrutiny, and while pathetic, is also amusing. The meat of the decision is as follows:

"That a driver who receives a percentage of his cab's earnings by way of payment, instead of a fixed salary, is not a workman within the meaning of the workingmen's compensation act."

EMPLOYERS' COMPENSATION LAW.

State of Washington Enacts Progressive Legislation Protecting Workmen Against Injury.

Washington, April 22.—Detailed information has just been received at the headquarters of the American Federation of Labor relative to the employes' compensation law recently passed by the state legislature of Washington. The new law covers the subject in the most comprehensive manner.

A tax is to be levied upon all employers of labor ranging from .020 to .100 per cent per year upon the amount of the average pay roll, according to class. Industry is divided into various classes 47 in number. A death benefit of \$75 is provided for, and in addition monthly payments are to be made to the widow during widowhood, and \$5 per month for each child, under the age of 16 at the occurrence of the injury until such child shall have reached sixteen, but total payment shall not exceed \$35 per month. Upon marriage of widow a lump sum equal to twelve times her monthly allowance, \$240 shall be paid her, but the pay for children under sixteen shall be continued as above. The law relating to permanent disability or death reads as follows:

"For every case of injury resulting in death or permanent total disability it shall be the duty of the department to forthwith notify the state treasurer, and he shall set apart out of the accident fund a sum of money for the case, to be known as the estimated lump value of the monthly payments provided for it, to be calculated upon the theory that a monthly payment of \$20 to a person 30 years of age, is equal to a lump sum payment, according to the expectancy of life as fixed

by the American Mortality table of \$4,000, but the total in no case to exceed the sum of \$4,000."

The sum thus arrived at will be placed at interest to provide the monthly payments given above.

BILLS RECENTLY INTRODUCED.

Important Legislation Contemplated by Presentation of Bills Covering Various Subjects.

Washington, April 22.—Bills have been introduced in the house of representatives to regulate the immigration of aliens into the United States, the one carrying the illiteracy test being urged by the American Federation of Labor.

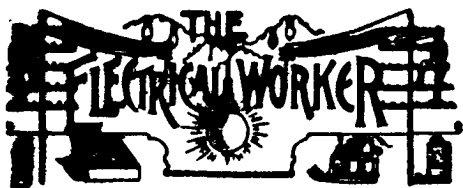
Another bill provides for the establishment of a children's bureau to be connected with the department of commerce and labor. The functions of the bureau shall "be to investigate and report upon all matters pertaining to the welfare of children and child life, and shall especially investigate the questions of infant mortality, the birth rate, physical degeneracy, orphanage, juvenile courts, desertion, dangerous occupations, accidents and diseases of children, employment, legislation affecting children in the several states and territories, and such other facts as have a bearing upon the welfare of children."

LOAN SHARKS MUST GO.

Introduction of Bill to Prohibit "Shylocks" From Operating in the District of Columbia.

Washington, April 22.—It is a matter of common knowledge that the city of Washington harbors countless numbers of loan sharks that prey upon government employes, extorting from them fabulous rates of interest and frequently dictating promotions as the result of their death grip upon the salaries of their victims. It is said that many "respectables" assume the detestable Shakespearian role, and with a "stand-in" with heads of departments have been beyond the reach of any one desiring to prohibit this practice.

But the obnoxious practice is now to be actively fought. Many of the residents are at last aroused, and there has been a bill introduced in congress to correct this abuse. The bill provides that each person, firm or corporation loaning money in this manner must be licensed, furnishing a bond in the sum of \$5,000. In violations of the law penalties are provided from a fine ranging from \$25 to \$200 and by imprisonment from five to thirty days, or both fine and imprisonment.



Official Journal of the
INTERNATIONAL
BROTHERHOOD OF ELECTRICAL WORKERS
Published Monthly.

PETER W. COLLINS, Editor,

Pierik Bldg., Springfield, Ill.

SPRINGFIELD, ILL., APRIL 1911

Executive Officers

International President - F. J. McNulty
Pierik Bldg., Springfield, Ill.

International Secretary - Peter W. Collins
Pierik Bldg., Springfield, Ill.

International Treasurer - W. A. Hogan
50 E. 59th St., New York, N. Y.

International Vice-President - James P. Noonan
Pierik Bldg., Springfield, Ill.

International Executive Board

First District - Geo. C. King
179 Waverly St., Buffalo, N. Y.

Second District - Frank L. Kelley
153 River St., Mattapan, Mass.

Third District - Wm. S. Godshal
5415 Osage Av., Philadelphia, Pa.

Fourth District - F. E. Dolan
100 Main St., Wheeling, W. Va.

Fifth District - Frank Fisher
Commercial Hotel, Minneapolis, Minn.

Sixth District - Frank Swor
2244 Washington Ave., Ft. Worth, Texas.

Seventh District - E. C. Dickinson
Box 614, Denver, Colo.

Subscription, 25c per year, in advance.

This Journal will not be held responsible for
views expressed by correspondents.

The first of each month is the closing date; all
copy must be in our hands on or before.



KANSAS LEGISLATION.

Splendid Advance in Progressive Labor
Legislation Made in the Sun-
flower State.

Washington, April 22.—Kansas union-
ists did themselves proud during the last
session of the state legislature. A
workingmen's compensation law was
secured. Also a law requiring all coal
mines to be provided with bath houses,
with a shower attachment. Also that all
coal mines must be thoroughly equipped
with a telephone system. A railroad li-
ability law similar to the federal act;
power headlights for locomotives, and
secured the establishment of a school of
mines and metallurgy.

"CRIBBING" UNION FUNDS.

An English Labor Journal Publishes a
Humorous Episode Written Under
Nom de Plume of "Picket."

Washington, April 22.—Much comment
is indulged in by Americans relative to
the slow comprehension by Englishmen
of our wit. But that Britons are not
totally devoid of a sense of levity, the
accompanying storiette shows. It also
finds its counterpart on this side of the
Atlantic:

"In approaching the subject of the
'rush' for union benefits I know that I am
liable to tread on many corns. But it
can't be helped. The position, put terse-
ly, is this: Many unions and many offi-
cials in the past have adopted a senti-
mental rule-of-thumb method of 'stretch-
ing a point.' The time for taking a shill-
ing liability for twopence is, however, a
thing of the past. It has been demon-
strated a score of times that the members
who pay the most grudgingly, and who do
the least for a union, are the keenest on
benefits. They remind one of an old
fogy who after great persuasion, con-
sented to be proposed as a member of a
political club. The entrance fee was a
shilling and the contributions a penny a
week. He was admitted, but he 'wanted
to know, you know.'

"What are the benefits?" he asked.

"Oh, you'll help the cause."

"Aye, but what is the sick pay?"

"There is no sick pay."

"No sick pay. What do you pay at
death?"

"Nothing."

"Then you can strike me off your
books as soon as you like. I thought it
was a blooming take-down."

"So it is with hundreds of operatives in
our 'cheaper' unions, or on our 'cheaper'
scales. They are out for a shilling for
twopence, and they won't get it. Trade
unions are not to be worked on the 'prin-
ciple' of horse-backing. Benefits must be
based on actuarial estimates."

THE LOYALTY OF JOHN MITCHELL

**He Retains His Membership in the United Mine Workers---Letter From Samuel Gompers
---Union Opinion**

From American Federationist.

We place on record the following letters in order that our readers, at present and in time to come, may gain exact information as to certain of the circumstances in which Second Vice-President John Mitchell, of the American Federation of Labor, resigned his chairmanship of the Trade Agreement Department, National Civic Federation, as well as his membership in that body. Appended, also, is an editorial article published in the Washington Trades Unionist, which interprets the general sentiment prevailing in the trade unions regarding the "combination" which in the United Mine Workers' annual convention misrepresented the rank and file in calling on Mr. Mitchell to resign from the Civic Federation. That such action was a rank misrepresentation of the wishes of an enormous majority is proven by the fact that at the recent election of delegates to the American Federation of Labor the miners placed Mr. Mitchell at the head of the list, his vote being 113,285, the next highest vote for delegate being 85,887. Further, since the demand made by the Columbus convention on Mr. Mitchell to quit the Civic Federation, Mr. Mitchell's home district, the State of Illinois, at its annual convention, by a vote so nearly unanimous that there were only 11 dissentients, repudiated the action of the national convention.

Headquarters,

American Federation of Labor,
Washington, D. C., March 3, 1911.

Mr. John Mitchell, Vice-President, American Federation of Labor, 10096 Metropolitan Building, New York City.

Dear Sir and Brother:—Your favor of the second instant, inclosing copy of the correspondence between yourself and Hon. Seth Low, came duly to hand, and I thank you for sending it to me. Permit me also to congratulate you upon the stand you have taken in resigning from office and membership in the National Civic Federation in response to the action of the recent convention of the United Mine Workers of America. In my judgment, the action of the miners' convention was not only a mistake, but it was doing the organization itself, as well as the trade union movement, and particularly yourself, an injustice. The bitterest enemies of the capitalist class have taken and will take, as they have cause

to take, great comfort at the action of the miners' union. Such action plays into their hands as well as into the hands of the false pretenders who mask behind a pretended interest in and friendship for labor.

In the March issue of the American Federationist, I have an article upon "Organized Labor and the National Civic Federation," to which your attention is called. I should like you to read it in full, in connection with this letter.

You know that any feeling which has been created against the Civic Federation is due to the political partisan Socialists. The constructive trade union work, the work for the common and general uplift of the toilers, with the protection and promotion of their interest, to constantly improve the condition of the workers in agreement with employers wherever possible, is wholly at variance current year, adds to the difficulties of the situation in which I find myself; with the so-called philosophy of the political Socialists, and necessarily increases their bitter, organized, systematized hostility. Just exactly the same may be found in the attitude of the Posts and Kirbys of the National Association of Manufacturers.

It may not be an uninteresting item for you to know that notwithstanding the fact that the labor movement of Germany is accepted by the Socialists as the best expression of the most radical type yet when the strike of the Building Trades of Germany was on several months ago the case was finally submitted to a Board of Arbitration, the arbitrators being—

Government Councillor, Dr. Wiedfeldt;
Dr. Bentler, Mayor of Dresden;
Dr. Prenner, President of the Munich Industrial Court.

You will thus observe that not one labor man was on that board of arbitration. It was composed of three men entirely removed from the ranks of labor. In the entire history of the labor movement of America I know of no instance in which any organization, or any set of workmen even unorganized, would consent to submit a case to a Board of Arbitration upon which a labor man was not a member.

I would like to have an opportunity of talking over with you what you have in mind to do after March 31, when you

sever your connection with the Civic Federation. If you could find it convenient, I should be glad to have a word from you in the meantime.

Again commending your stand, congratulating you upon it, and with assurance of my high regard and best wishes, I am,

Sincerely and fraternally yours,
Samuel Gompers,
President American Federation of Labor.

Mr. Mitchell's Letter of Resignation.
The National Civic Federation.

New York City, February 15, 1911.
Hon. Seth Low, President, the National Civic Federation.

Mr. Dear Mr. Low: At the recent international convention of the United Mine Workers of America an amendment to the constitution of that organization was adopted providing that any member of the United Mine Workers of America, accepting a position as representative of the National Civic Federation, shall forfeit his membership in the union.

The amended constitution of the United Mine Workers of America becomes effective on the first day of April, 1911, and as I am a member of that organization as well as a representative of the National Civic Federation, it is necessary for me to decide whether I shall retain my membership in the miners' union or my membership and position with the National Civic Federation.

It is needless to say that I regret the action of the miners' convention, not so much because it requires me to choose between the two organizations as because of the unjust and gratuitous attack upon the National Civic Federation, which, in addition to its many other useful public activities, has stood consistently as an advocate of righteous industrial peace.

The fact that at the annual meeting of the National Civic Federation, held in January, I was re-elected chairman of the Trade Agreement Department and a member of the Executive Council for the current year, adds to the difficulties of the situation in which I find myself; however, there is no way, under the laws of the miners' union, whereby the enforcement of its constitution can be held in abeyance until such time as the period for which I have been re-elected as an officer of the National Civic Federation shall have expired.

Under these circumstances, I respectfully request that you release me from my contract to serve as chairman of the Trade Agreement Department of the National Civic Federation and accept my resignation as a member of the Executive Council and as a member of the federation itself, the same to become effective

at any time prior to April 1 that is agreeable to you.

In taking this step I wish to assure you and the gentlemen associated with you, both as members and officers of the National Civic Federation, that I appreciate deeply the confidence which has been reposed in me and the co-operation which I have always received from you and them in every effort I have made to be of assistance in promoting righteous industrial peace through the medium of the trade agreement, I am,

Yours truly,
John Mitchell,
Chairman, Trade Agreement Department.
In reply Seth Low, President of the Civic Federation, wrote:

February 28, 1911.

My Dear Mr. Mitchell: I have your letter of February 15, 1911, calling my attention to the action taken at the recent international convention of the United Mine Workers of America, in adopting an amendment to the constitution of that organization which compels you to decide whether you will retain your membership in the miners' union or your membership and position with the National Civic Federation. I take note of your request that, under the circumstances, you may be released from your contract to serve as chairman of the Trade Agreement Department of the National Civic Federation, and that your resignation be accepted as a member of the Executive Council and as a member of the Federation itself, the same to become effective at any time prior to April 1 that is agreeable to me.

I greatly regret the action taken at the international convention of the United Mine Workers of America, which has constrained you to make this decision. Under the circumstances, however, I think the course you have taken is both natural and proper. On behalf of the National Civic Federation, I therefore accept your resignation from the Executive Council and from the organization itself, and release you from your contract as chairman of the Trade Agreement Department of the Federation. All to take effect on March 31, 1911. It should be known, however, that you have offered your resignation from the National Civic Federation in the face of a specific proposal on the part of the Federation to renew its contract with you for another term of three years.

In accepting your resignation, and in relieving you from your contract, I take advantage of the opportunity to say to you how highly I value the work you have done for industrial peace as chairman of our Trade Agreement Department during the last two years and a half. Only your colleagues in the active administration of

the National Civic Federation can fully understand how helpful you have been in bringing about a better understanding between employers and employes in all sorts of directions. I feel personally under special obligations to you for enabling me to understand better than ever before the workmen's point of view on many questions of vital interest, and I want to say that it has been a personal pleasure to be associated with you and to work with you. My regret for the necessity of our separation therefore, is personal as well as official. You will carry with you into whatever field you enter the best wishes and the cordial regard of all your colleagues in the National Civic Federation.

Respectfully,

Seth Low, President.

Mr. John Mitchell, Chairman Trade Agreement Department, the National Civic Federation, New York City.

(Editorial by J. L. Rodier, Washington Trades Unionist.)

Tom Lewis' Parthian arrow rankles—but not in John Mitchell's breast. That philosopher has been on the firing line too long to be bothered with trifles. Every member of organized labor who has watched the trend of events in the wider field of economics understands the motives of the coterie who sprung in the convention of United Mine Workers what practically forced John Mitchell's retirement from the Civic Federation. Jealousy, envy, hatred. The petty malice of a man who, achieving position while shining in reflected glory, is found lacking and falls by the wayside of a movement he could not comprehend, fashioned the barb if it did not draw the bow. How many outside of the Lewis coterie at Indianapolis understood the resolution remains to be seen—for awkward questions will be asked returning delegates.

The insulted and the outraged are those who have worked to bring about in the industrial world a condition of peace founded upon justice and mutual respect. However much they may doubt the motives of the Civic Federation, they were and are willing to accept any proffered aid from a source so potential if sincere. If the Civic Federation is sincere, all the better to have the second greatest man in the labor movement in position to direct its sincerity into the proper channels. If, as not a few believe, the organization in question is a meddlesome interloper, seeking to flaunt its alleged intellectual superiority in the faces of our leaders and to coarsely patronize the rank and file, all the better still to have a Mitchell, the intellectual peer of the best of them, where that insincerity could be detected and exposed.

Nobody believes that that comical bunch of pseudo-intellectuals in New York who have "got theirs" and retired from the game of exploiting the workman could influence Mitchell's attitude in any direction; no one believes that the sinister agencies in the Civic Federation could divert Mitchell from any path of duty, and the real friends of economic independence (and that is what organized labor wants and all it wants or has a right to)—the real friends of economic independence in the Civic Federation—be they many or few—could be ably re-enforced by this man who has never been a self-seeker, never stepped aside from his path of duty to those with whom he toiled in earlier years and for whom he has toiled this double decade past.

Yes; the Civic Federation paid him well. All classes in the economic school to which its members belong recognize that talent, ability, and resourcefulness must be properly compensated. And a pity it is that the base of the pyramid does not recognize the fact. But where is the fatuous fool who says \$6,000 a year could buy the honor of a man who could have made millions by availing himself of the speculative opportunities his knowledge of the trend of events in the great coal strike of 1902 gave him?

Mitchell, Wilson, Nicholls, Fahy, Duffy, Dettry—these men could have divided a million—several millions—among themselves, shaking the stock market to its foundations, and still winning for the anthracite miners, by merely taking into their confidence any one of a number of daring Wall street operators. Why, only the other day a telephone operator in New York testified in court that he made \$50,000 by availing himself of a knowledge he overheard on the wire he tended! Now look at this sextette which possessed such portentous knowledge for five months only a couple of yesterdays ago.

John Mitchell, facing a terrible sentence because of his devotion to the cause of *all* organized labor—can not the miners now comprehend the fierce indignation which prevails over this miserable affair?—John Mitchell forced to abandon a well-paid and useful position; Tom Nicholls, an ex-member of Congress in a district with 40,000 coal miners because he would not engage in a petty squabble over re-nomination; Duffy and Dettry mining officials at twice or thrice the salaries they received when working for the miners, after having been thrown down by their fellows, and dear, faithful old John Fahy still tramping up and down the mountains endeavoring to keep in line the forces by which they were enabled to win so notable a victory.

Billy Wilson alone is situated as he should be—thanks to the Tioga Valley

miners—for he is now entering his third term in Congress and setting an example for those of wider opportunities.

Not place nor power nor wealth could buy these men—and the scores of lesser

leaders by whom they were surrounded.

If republics are ungrateful, in God's name how can you characterize this one of many examples of the disposition of organized labor?

LEGAL RESTRICTIONS OF THE HOURS OF LABOR IN EUROPE

(By Hans Fehlinger in Federationist.)

With few exceptions legal restrictions of the hours of labor in European countries relate to women, young persons and children. The common practice is to lay down uniform restrictions for factories and workshops generally, and to supplement these by laws or regulations relating to special trades or industries.

In Germany the law of December 28, 1908, regulates the hours of work of women and children. It applies to establishments in which, as a rule, at least ten persons are employed. Workpeople under 16 years of age and females over 16, may not be employed before 6 a. m., or after 8 p. m. Females must cease work on Saturdays or the eves of holidays at 5 p. m., and they may not be employed for more than ten hours daily, nor for more than eight hours on Saturday or the eves of holidays, nor more than 58 hours per week. Persons under 16 years and all females must, moreover, be granted an unbroken interval of rest of at least 11 hours between one day's work and the next. It is forbidden to employ women two weeks before and six weeks subsequent to the date of confinement.

Yet, it must be noted, that there are many exceptions to the above rules. Permission may be obtained from the lower administrative authorities for the employment of women for a period of two weeks (but not on Saturdays or Sundays) up to 9 p. m., in cases of great pressure of work, on condition that the hours of work do not exceed 12 per day, and that the women have an unbroken interval of at least ten hours between one day's work and the next. Such permission may not be given for more than 40 days in all in the year. The higher administrative authorities are empowered to give similar permission for periods of more than two weeks; but such permission may not be given for more than 50 days in the year. The Federal Council (Bundes-Rat) has power permanently to exempt from the regulations affecting the hours of labor of women, young persons and children, those trades which regularly at certain times of the year require an increased labor staff, provided that the daily working hours of the protected persons shall not exceed 12 and on Satur-

days 8. Such exemption can not be granted for more than 50 days a year. In the case of trades in which night work is indispensable in order to prevent raw material from perishing or labor products being wasted, the Federal Council is empowered to make exemptions, on condition that the statutory interval of 11 hours' uninterrupted rest between one day's work and the next be not reduced on more than 60 days in the year, and then not below 8½ hours. Exceptions may be granted also to establishments in which day and night work is regularly carried on, provided that the number of weekly working hours shall not exceed 36 for children under 14 years 60 for young persons, and 58 for women.

The usual age of admission to work in factories, etc., is 13 years, but it is competent for the State governments to raise this age. The employment of children, young persons, and women is prohibited in lead smelting and lead colors manufacture, quarries, sandstone cutting, and basic slag works. In grinding and polishing works (glass, stone and metal), the maximum hours of labor of children under 14 years are six daily, of young people between 14 and 16 years 10 daily, and of women 59 weekly. In iron and steel rolling works and forges boys over 14 years of age may be employed 60 hours per week, but the employment of females is prohibited. Employment of women is forbidden also underground in mines, quarries, salt works, works in which ores are prepared, and above ground in such establishments in the operations of transport and loading.

As to adult males, in certain trades the maximum hours have been fixed as follows: Railways, locomotive engineers and firemen, maximum 16, average 10 to 11 daily; railways, other trainmen, 11 daily; railways, station employes, 12 to 16 daily; iron and steel rolling works and forges, 12 daily; bakeries, working by night, journeymen, 87½ weekly; bakeries, working by night, apprentices, 10½ to 11½ daily.

Some figures concerning the hours of labor of men actually worked will not be out of place here. In Prussia, underground workers in coal mines work eight-hour shifts, except in Upper Silesia,

where the average shift in 1908 was from 9.7 to 10.1 hours; pauses are here included, but not descent and ascent. On the Prussian and Hessian State railways the predominant hours for all men together were (in 1908) eight and up to nine daily; the largest proportion of train and locomotive staff employees worked eight and up to ten hours daily, of goods yard men, car and wagon examiners, running shed men, etc., 9 and up to 10 hours, pointsmen and signalmen 10 and up to 11 and level-crossing, bridge and barrier keepers 10 and up to 12. Returns of hours of labor fixed by collective agreements concluded between employers and workpeople in the building trades in a large number of German cities show that the 10-hour day and the 59-hour week predominate. Of 20,745 glass blowers, 154 worked 6 hours or less per day; 3,689, 6 to 8 hours; 7,101, 8 to 9; 8,655, 9 to 10; 855, 10 to 11, and 291, 11. Of 34,788 male members of the Factory Workers' Union, 545 worked 8 hours or less; 1,832, 8 to 9; 26,448, 9 to 10; 5,672, 10 to 12, and 281 over 12 hours per day. According to statistics compiled by the Wood Workers' Union, the average hours of 211,000 workpeople were 57 per week; 49,061 worked less than 54 hours.

Trade union workmen did not wait for the lawmakers to shorten their working hours; they preferred to reach this end through their own efforts.

In most of the other European countries the statutory age at which children may begin to work in factories, etc., is 12 years, but in Austria and Switzerland it is 14, in Spain and Hungary 10, in Great Britain and Ireland the age is 12. The employment of children in factories etc., is restricted in Norway to 5 hours daily, in Denmark to 5½, in Sweden, Spain and Portugal to 6, and in Luxembourg, Hungary, Roumania and Russia to 8; in Holland they may be employed 11 and in Belgium 12 hours per day; in France 60 and in Italy 66 hours per week. The hours of labor of young persons (as

a rule under the age of 16 years, though in France, Denmark, Norway and Sweden 18 years) are restricted to 10 or 11 daily in many countries, but to 12 in Belgium. In Great Britain and Ireland children under 14 years (13 with educational efficiency certificate) are not allowed to work more than half the time of young persons from 14 to 18 years of age, and for these the maximum weekly hours are 55½ in textile, and 60 in non-textile factories. For the sake of comparison I shall quote from Mr. Gompers's report to the St. Louis Convention of the American Federation of Labor the following passage relating to restriction of child labor in the United States:

"Forty-four States now have child labor legislation of some form. In twenty-eight States the working age limit is fourteen years; in ten, twelve years; in three, sixteen years; in two, fifteen years, and in one State (Georgia), ten years. Five States now have a forty-eight-hour week for children; five, a fifty-four-hour week; two, a fifty-five-hour week; two, a fifty-six-hour week; two, a fifty-eight-hour week; twenty-four, a sixty-hour week; two, a sixty-six-hour week. The law should provide that the maximum working hours for minors should not exceed eight hours per day."

I suppose conditions are worse in Europe than in America.

The hours of women are restricted to 60 in France, to 64 in Switzerland, to 66 in Austria, Roumania and Spain, to 67½ in Russia, and to 72 per week in Belgium and Italy. In Great Britain and Ireland the weekly hours for women are 55½ in textile and 60 in non-textile factories.

In Switzerland the hours for men are restricted to 64 weekly, in Austria to 66, in Russia to 67½ by day and 60 by night, and in France to 72, though to 60 where they work in the same building with women and young persons. Shorter hours, both for men and women, apply to special industries in some countries.

Munich, Bavaria.

THE SPIRIT OF THE CHICAGO GARMENT WORKERS

By S. L. Landers, Member Executive Board, United Garment Workers of America.

At the close of the great Garment Workers' strike in Chicago, the following paragraph under the heading "Garment Workers Lose" appeared in the department "News Worth Remembering" in an insurgent weekly newspaper having a national circulation:

"The real end of the Chicago Garment Workers' strike came last week when the directors of the union organization made unconditional surrender. Pickets were called off duty and all the striking workers were notified that the fight was

over. Between 5,000 and 10,000 strikers still are without work. Several days before the finale of the big strike, the entire fund contributed by unions of Chicago had become exhausted. A total of \$154,000, contributed by union labor, was spent in behalf of the strikers; as much more was contributed from other sources. More than \$10,000 of the union fund was spent for milk for the babies of strikers. Want and suffering rising out of the strike are said to have been so severe that these thousands of workers will feel

the effects for years to come. Under the terms of the settlement, the unions will be absolutely without recognition from employers, the open shop will be maintained, and disputes must be settled between employers and individuals. The unions will be without slightest authority so far as working conditions are concerned."

Trade unionists are accustomed to misstatements relative to union operation and intention, misstatements which may not always be deliberate misrepresentations, but which, there is reason to suspect, arise through a superficial view of the facts, inasmuch as the men who utter the statements have in mind and at heart some social remedy other than that of trade unionism. The present is an example in point.

The Chicago strike was very far from a failure. Of the 40,000 unorganized workers who quit work there are now about 10,000 in 12 local unions who are working under charters of the United Garment Workers of America. The majority of these have the right of organization, arbitration and presentation of grievances, in the shops in which they work.

The reprehensible card index system and discrimination against the cutters has received its death blow.

The Board of Arbitration appointed in the agreement when over 10,000 employees of Hart, Schaffner & Marx returned to work has made its award—it includes an increase of 10 per cent in wages for all employees in the tailoring and trimming and woolen departments and 5 per cent in the cutting department. The increase is to go into effect April 1 and Mr. Carl Meyer and Mr. Clarence Darrow are retained for two years as permanent arbitration board to adjust any disputes which can not be settled by direct negotiations between the firm and its employees. These increases are in addition to some already made since the people returned to work. The total amount of the increase in wages will amount to over a million dollars during the two years. In addition to the wage increase the firm has agreed to a minimum scale for the employees in each separate department, and will inaugurate a system for the hearing of complaints and grievances.

The settlement was reached without the selection of a third man on the arbitration board and was declared to be highly satisfactory to all parties to the controversy.

The system of fining and the abuse of employees by foremen, which led to the strike last October, are to be abolished. Though the union is not specifically recognized in the agreement, the employees secured what they say amounts to the

same thing and what they contended for from the first, the right to present grievances through their chosen representatives. Under the agreement an employee may make complaint direct or through a committee of fellow-employees, may belong to the union and wear the union button.

Moreover the claim can be made that all the others who have gone back are imbued with the spirit of unionism. They have been temporarily defeated, but they are not conquered. They have learned the possibilities of a final success through unionism and to look to the union for a protection which can not come to them otherwise. Through the daily lectures and addresses for sixteen long weeks given by the garment workers' organizers they have learned the power of the general trade union movement in Chicago and something of the great union movement throughout the nation and the world. A far-reaching success of the strike has been a change of spirit in the strikers. Hope has replaced hopelessness. The certainty of a final success is looked forward to with confidence when the sources of help which have been developed are contemplated with the certainty that they may be relied on in the future.

A significant feature of this strike, to which the attention of the whole country should be directed, is that the great majority of these unorganized strikers are of foreign birth, of recent arrival in this country, among them nine languages being spoken. Their employers, in order to maintain their system of tyranny and oppression in Chicago, had had constant recourse to the enormous volume of immigration to this country, while continually driving from their employ those workers who had imbibed something of the American spirit. At last they reached the point where they aroused in these foreigners the faint spark of the spirit of opposition when it came to be a matter of starving at work or starving without work.

This statement is not in the least exaggerated, when it is known that of the twelve months in the year six are "busy season," four are "slack seasons," and two are of absolute idleness. During the six months "busy season" it took those working at the trade all their time to pay up the indebtedness incurred during the slack and idle season, with little opportunity of laying aside a dollar for a "rainy day."

For the workers there has been only one failure in the Chicago strike the failure of a portion of the strikers to struggle on against starvation.

If there ever was any belief held by a considerable proportion of the Garment Workers in Chicago in the customary pro-

fessions of the employers that they intended dealing fairly and even philanthropically with the workers, that faith has vanished. Five years ago, when the employers' combine in Chicago succeeded in its onslaught on the Garment Workers' unions in declaring for the non-union shop in a number of their factories, the following prediction was made in the Weekly Bulletin of the clothing trades, the Garment Workers' official organ:

"One may always safely prophesy that in Chicago in the present decade the working people will yet revolt against these conditions. The Garment Workers' Union, as the tried champion of the workers, will flourish again. It is not possible to stamp out their spirit. Today Chicago is a good field for union reorganization. Despite all the measures of the combine to compel members to forswear their union some day, perhaps not far off, the whole mass of Chicago's needle workers will break their fetters and come flocking to the trade unions. That's prophecy now. It will yet be history."

The Chicago employers at that time had been enabled to have it proclaimed far and wide in this country that they intended to give the workers what had just previously been the union schedule for hours and wages; that they intended to pay special attention to welfare work in their factories; that they intended not to employ newly arrived foreigners for the purpose of depressing wages. The advocates of the "open shop" throughout the country in their turn hailed with joy the defeat of the union at that time, and affirmed their full belief in the promises of the employers. Everything good that the unions could possibly do for the workers was thenceforth to be done voluntarily by the employers. The latter, it was professed, were convinced that the American standard of living was right; that the workers must be listened to when making their individual complaints of terms or treatment; that there must be no sweating. In fact, their shops were to be made models and kept so through the high moral character of the foreman and the public spirit of the employing firms!

Does any one in Chicago now have the slightest faith in such professions? No doubt five years ago many of the simple-minded employes believed that through "faithfulness in their duties and exemplary conduct" they might obtain from their employers at least the standard of wages promised the moment they went back to work.

Why, then, was it made possible this last winter that 40,000 garment workers, principally women, struck almost simultaneously? No union strike had been called or organized among them; they

were without leadership or concerted action; the shops were widely scattered and under different management, yet all threw down their work at the news that one pants shop had struck in sympathy with a man who refused to submit to a further reduction in price. "Now is our chance," was the slogan among all. There had been, of course, a leaven of union members in the mass, but they were only hundreds amid the thousands.

The real cause of the strike was that heavier and heavier burdens had been placed on the workers until finally the breaking point was reached. There had been systematic "speeding up and paring down" in regard to the work handled. Subdivision in the manufacture of clothing had gone on until there were more than fifty divisions in the work upon a pair of trousers, about sixty upon a coat, and fifty-four upon a vest, each piece of work or combination of pieces having its own price. The employer by an apparent infinitesimal cut on each could make a maximum reduction which counted seriously upon the weekly earnings of the wage-worker. Every foreman, bent on making a record, tried by ingenious methods to get the largest amount of work for the smallest amount of money. By the testimony of one of the girl strikers at a public meeting this was how many of them were called upon to work:

"Take the button sewers, for instance: We used to sew through the buttons three times, but now we must put the needle through six times at the same pay, although it takes twice as much time. The girls buy five, six, seven hundred needles. They (the employers) give them the thread and wax, and they thread the needles at night. They are threading until twelve or one o'clock after coming home at six. They just get their supper and then thread needles. They thread them every night in the rush season."

Throughout the trade similar methods were being practiced in every particular which could be mentioned. Insatiably reaching out for profits, the employers were making the most that could be done from every working hour of the employes' lives. Another cause of the strike was the grievance, common to all shops, that the employers neither offered nor permitted any complaint to be presented them by committees of employes. Every individual was obliged to suffer in silence or to risk disfavor, if not discharge, in making a complaint to the foreman. Herein was felt to a greater extent than in any other way the absence of trade unionism.

It is, therefore, now to be said as an outcome of the great strike that all of the Chicago garment workers have been

completely disillusioned as to the probability that their employers will concede to them the rights which they gain under unionism, or will desist from cutting down wages and lengthening hours of labor directly or indirectly. With the conviction that no faith can be placed in employers who oppressed them in Chicago, the minds of all garment workers invariably turn toward unionism. Next, there are other good reasons for the strikers to look with hope toward the day of unionism which must yet come.

A spirit of co-operation was developed among the workers during that long strike; a disposition of the stronger to help the weaker ones. There is gratitude in the hearts of all concerned toward those who helped them. The basting girls are thankful to the more skilled hands who did what they could in protecting them. All of the strikers remember with thankfulness the efforts of the men who tried to organize them. They also look back with respect and gratitude to the forces of union labor in Chicago, as well as throughout the country which hastened to their aid to the extent of many thousands of dollars.

Commissary stations were a feature of this strike; they were patterned after those established during the soft coal miners' strike in Illinois some time ago. President Fitzpatrick, of the Chicago Federation of Labor, who ably assisted the Garment Workers in the strike campaign, was directly responsible for the establishment and maintenance of these commissary stations. As outlined in *Life and Labor*, a Chicago publication:

"President Fitzpatrick directed the organization and equipment of four co-operative commissary supply stores, from which the needy strikers have obtained supplies of food bought at wholesale rates and distributed through volunteer help. Carefully checked supply cards are given out by the shop chairman which are verified and canceled when honored at the commissary stations. This system has resulted in a maximum of relief at a minimum cost, and it is not too much to say that the success of this method of direct relief entitles it to become a permanent addition to the commissary methods in organized labor's manual of war."

The wholesale arrests of strikers acting strictly within their rights resulted in a declaration of public opinion in favor of the strikers, and the investigation instituted by the Senatorial Committee of the State of Illinois had as a consequence the confirmation of all the assertions of the union regarding the tyrannical and avaricious methods of the employers. The hearings before the Senate Commission held in Chicago brought the special attention of the public to the records found

in the central employment bureau maintained by the "Association Houses." No employer can now dispute the charges made by the unions that inquisitorial methods, including secret markings on the cards of the catalogue of applicants for work, were systematically pursued in order to break the spirit of such employees as believed they had rights.

The cost of maintaining a strike of such magnitude was considerable, and were it not for the loyalty of labor organizations of all kinds everywhere, great as the suffering was, it would have been far greater.

The Garment Workers are indebted to the American Federation of Labor, local unions of the various internationals, the Chicago Federation of Labor, and the Woman's Trade Union League for financial and moral assistance, not forgetting the labor press.

A financial statement issued by the Chicago Federation of Labor announces that through its agency, assisted by the Woman's League, \$65,167.12 was raised during the strike. The report continues:

Of this amount \$11,000 was raised through the efforts of the Socialist press. Organized labor donated \$40,809.11, and the remainder was received from the general public. In addition to this, the Jewish conference, in which the *Jewish Labor World* played a prominent part, raised a fund of \$36,000 for meal tickets for the strikers. The average daily number of provision tickets for strikers' families was 11,064. During the strike, the bakers' union gave 62,000 loaves of bread, besides donating \$2,135. The commissary idea was pronounced a success and worth copying by labor in future strikes.

The Garment Workers' District Council, No. 6, which indirectly had charge of the strike, has issued a financial statement which gives some \$63,000 as the amount raised and spent during the struggle, of which \$17,000 came from subordinate local unions of the Garment Workers' International, \$9,000 from General Secretary B. A. Larger, and \$20,000 from various local trade unions throughout the country. Among some of the items of expense are maintaining strike halls daily for sixteen weeks and general organization of pickets, car fare, etc., etc., \$12,000; strike benefits, \$22,700; meal tickets, \$8,000; to assistance commissary stores, \$4,000; railroad fares, committees visiting other cities and deporting strike-breakers, \$2,693.65; medical services, hospital bills, bonds, court costs, fines, and legal services (nearly 1,000 arrests), \$10,000; funeral expenses, gas bills, clothing, shoes, etc., for strikers, \$1,000.

The members of the United Garment Workers of America are very far from sharing in the conclusions reached by

the writer of the paragraph which is quoted to the beginning of this article. His statements, as we have pointed out, are incorrect. The gain in spirit and in learning how to stand by one another has been incalculable among the workers throughout the whole garment working

trade. Our organization is in good shape to renew such a struggle should one be forced upon it.

It may be added that the United Garment Workers of America throughout the country is in better condition at present than ever before in its history.

AMERICAN FEDERATION OF LABOR

A Few of Its Declarations Upon Which It Appeals to All Working People to Organize, Unite, Federate, and Cement the Bonds of Fraternity.

1. The Abolition of all Forms of Involuntary Servitude, except as punishment for crime.

2. Free Schools, Free Text-Books, and Compulsory Education.

3. Unrelenting Protest Against the Issuance and Abuse of Injunction Process in Labor Disputes.

4. A work day of not more than Eight Hours in the twenty-four hour day.

5. A strict recognition of not over Eight Hours per day on all Federal, State, or Municipal Work and at not less than the prevailing Per Diem Wage Rate of the class of employment in the vicinity where the work is performed.

6. Release from employment One Day in Seven.

7. The Abolition of the Contract System on Public Work.

8. The Municipal Ownership of Public Utilities.

9. The Abolition of the Sweat-Shop System.

10. Sanitary Inspection of Factory, Workshop, Mine, and Home.

11. Liability of Employers, for injury to body or loss of life.

12. The Nationalization of Telegraph and Telephone.

13. The passage of Anti-Child Labor Laws in States where they do not exist and rigid defense of them where they have been enacted into law.

14. Woman Suffrage coequal with Man Suffrage.

15. Suitable and plentiful Play Grounds for Children in all cities.

16. The Initiative and Referendum and the Imperative Mandate and Right of Recall.

17. Continued agitation for the Public Bath System in all cities.

18. Qualifications in permits to build of all cities and towns that there shall be Bathrooms and Bathroom Attachments in all houses or compartments used for habitation.

19. We favor a system of finance whereby money shall be issued exclusively by the Government with such regulations and restrictions as will protect it from manipulation by the banking interests for their own private gain.

20. We favor a system of United States Government Postal Savings Bank.

The above is a partial statement of the demands which organized labor, in the interest of the workers—aye, of all the people of our country—makes upon modern society.

Higher wages, shorter workday, better labor conditions, better homes, better and safer workshops, factories, mills, and mines. In a word, a better, higher, and noble life.

Conscious of the justice, wisdom, and nobility of our cause, the American Federation of Labor appeals to all men and women of labor to join with us in the great movement for its achievement.

More than two million wage-earners who have reaped the advantages of organization and federation appeal to their brothers and sisters of toil to unite with them and participate in the glorious movement with its attendant benefits.

There are affiliated to the American Federation of Labor 120 International Trade Unions with their 27,000 Local Unions; 39 State Federations; 632 City Central Bodies and 668 Local Trades and Federal Labor Unions having no Internationals.

We have 1,456 volunteer and special organizers as well as the officers of the unions and of the American Federation of Labor itself always willing and anxious to aid their fellow-workmen to organize and in every way better their conditions.

For information all are invited to write to the American Federation of Labor Headquarters at Washington, D. C.

Wage-workers of America, unite!

AMERICAN FEDERATION OF LABOR

Headquarters: 801-809 G Street N. W.

Washington, D. C.

SAMUEL GOMPERS, Pres.

FRANK MORRISON, Secy.

CORRESPONDENCE

Washington, D. C., March 15, 1911.

Dear Sir and Brother:—The Sixty-first Congress of the United States has adjourned without giving us any relief in failing to pass the Prison Labor Bill, which has been endorsed by numerous Conventions of the American Federation of Labor and by this Department as well. Notwithstanding the fact that the Bill was favorably reported by the House Committee on Labor, no opportunity was given for its being taken up and passed by that body. This, of course, gives encouragement to the Prison Labor Contractors, and particularly to what is known as the Prison Labor Trust, who have contracts in twelve penitentiaries and reformatories for the making of shirts, overalls, etc.

Among the brands of shirts that are made under the Prison Contract System in the Maryland State Penitentiary of Baltimore, and advertised largely, are those known as the "President" and "Chamois Skin Khaki." These brands of shirts are known as working shirts, and usually retail for 50 cents each. The contract price paid for the labor of prisoners in making this class of goods ranges from 40 to 65 cents per dozen for the finished product, or, in other words, the price paid for the complete making of a shirt by this Prison Labor System averages less than 5 cents each.

Another organization that is confronted with the Contract Prison Labor evil is the Boot and Shoe Workers' International Union of America. In the Richmond, Va., penitentiary one firm has a contract there for the manufacture of shoes, and over two million pairs of shoes are produced yearly for this firm, they paying to the State for the labor of the convicts engaged in the manufacture of this commodity 60 cents per day. The firm having this contract is located in Boston, Mass., and the impression is conveyed that instead of these shoes being made in a penitentiary, that they are manufactured in or around Boston.

There are many other organizations whose industry is menaced by this Prison Contract Labor System, and probably the two organizations herein mentioned are more seriously affected than any of the others. The sale of this kind of goods can be minimized if the members of organized labor and their friends give the attention that they should when making purchases of these or any other commodities. If when purchasing shirts, over-

alls, etc., our members and friends would insist that the label of the United Garment Workers appeared upon these articles, and refuse to purchase any unless the label is attached thereto, it will help greatly in preventing the extension of the sale of prison-made commodities.

When purchasing shoes if our members and friends will insist that the union stamp of the Boot and Shoe Workers Union appears upon the same and in such a manner as it will be readable by those who are making the purchase, this organization will also be benefitted. If our members will refuse to take the word from any business man or salesman that goods are Union-made when the label does not appear upon the same, and refuse to make the purchase, they will make no mistake.

The only absolute guarantee that goods of the character herein mentioned, or of any other character are Union-made, is by their having the Union Label of the respective organization attached thereto. Refuse to purchase any article that does not bear the Union Label and you will not only be benefitting the members of the organizations in interest, but benefit yourself as well.

Local Label Committees are urgently requested to bring this matter to the attention of their members and friends as well as to the business men in their locality.

Yours fraternally,
THOMAS F. TRACY,
Secretary-Treasurer.

Niagara Falls, N. Y., March 27, 1911.
Mr. Peter W. Collins,
Springfield, Ohio.

Dear Sir and Bro.:—I am pleased to advise you that Local Union No. 58 of Niagara Falls, N. Y., has been reorganized. We have at this writing initiated seventeen members, and trust on our next meeting night we will have quite a few more.

Below are names of officers elected:
D. S. Joste, President.
J. L. Molther, Vice-President.
M. J. Haren, Fin. Secy.
C. P. Mingay, Treasurer.
H. E. Cosbey, Foreman.
J. G. Vickery, First Inspector.
G. P. Pratt, Second Inspector.

Very truly yours,
ROY H. SLADE,
Secretary.

Springfield, Ill.**To Members and Local Unions—Greeting:**

We desire to call the attention of our membership to the fact that since the new Constitution went into effect on March 1st the following increased death claims have been paid to the heirs of our deceased brothers:

\$150 BENEFIT.

C. Hoefflick, 247.
J. Mullady, 20.
H. A. Bonte, 419.
W. Sydnor, 20.
W. R. Robinson, 534.

\$200 BENEFIT.

J. Cunningham, 5.
H. H. Chapin, 82.
B. F. Casteel, 134.

\$250 BENEFIT.

W. Dugan, 134.
F. J. Riordan, 103.
Albert Jones, 381.

\$300 BENEFIT.

H. Jansen, 134.
W. Conley, 104.
Geo. Van Houten, 52.
J. H. Maloney, 134.
Wm. Lange, 381.
E. Johnson, 52.
R. F. Shearer, 80.
Wm. H. Lakeman, 68.
Geo. Parker, 134.

In addition to the above claims, the following \$100 claims have been paid since August 1, 1909, to date:

William Graham, 404.
C. W. Nickerson, 36.
Harry Kauffman, 134.
T. C. Loe, 368.
J. W. Claudin, 418.
Jno. McGee, 518.
R. M. Powers, 534.
J. F. Hill, 534.
D. Slaback, 597.
J. J. Eichstadt, 61.
Walter Smith, 255.
J. A. Organ, 134.
J. C. Lyman, 134.
R. Johnson, 134.
James Hagerty, 419.
J. A. Hilpert, 534.
R. M. Buckman, 134.
A. Herman, 534.
M. M. Mulkey, 520.
Wm. Gill, 6.
W. D. Hall, 6.
J. Brackauski, 6.
Wm. Hildebrand, 1.
H. Ducheney, 134.
J. H. Spaulding, 534.
Jno. F. Callohan, 534.
S. A. Graham, 9.
S. Cheevers, 134.
Wm. J. De Laney, 134.
Walter Cooper, 98.
L. Stripp, 103.
F. Fischer, 595.
J. Hayes, 247.

J. D. Holcomb, 20.
G. L. Remick, 20.
J. G. Johnson, 82.
R. Downey, 124.
Geo. Moeller, 536.
J. W. Wright, 20.
Geo. Ferris, 20.
J. W. Boylan, 20.
Theo. Hunt, 534.
James Wall, 328.
Leonard, 151.
Honacker, 41.
P. J. Duffy, 247.
M. Vanden, Dries, 534.
A. Johnson, 396.
L. Froelick, 534.
Benj. Fishman, 534.
J. H. Keith, 534.
A. F. Ryan, 501.
Edw. Quinn, 20.
E. B. Taylor, 270.
F. B. Weisner, 534.
P. La Porte, 534.
Wm. R. Smith, 9.
R. Elyward, 9.
Willis Adams, 9.
Wm. Stack, 9.
Wm. Roth, 534.
Chas. Feuillard, 534.
E. J. Kelly, 9.
Frederick C. Smith, 534.
W. McMillan, 376.
Lester E. Drummond, 61.
James Lee, 134.
Wm. Mullen, 247.
Albert Swanson, 9.
A. J. Holmes, 534.
W. P. Olmstead, 61.
J. McMahon, 151.
Chas. Markhouser, 151.
Geo. Crumpler, 233.
Angus Smith, 104.
J. Kiefer, 534.
John Sheehan, 534.
Chas. Brown, 534.

It should be to the interest of every member and local union to be a participant in the death benefits of the brotherhood under the increased rate by seeing to it that his standing is not jeopardized through negligence in either the payment of per capita or assessment. Every member should be regularly in attendance and pay their dues to the L. U. so that there never need be any question regarding standings in the International Office. It is always a gratification to pay legal claims and particularly so under our new laws when the increase due the heirs of our deceased members are paid.

It should be a great incentive for local unions in securing new members to their ranks for this insurance system of the brotherhood is the best for the money that any organization in the country provides.

On question of death claims of brothers,
Wm. R. Smith, Willis Adams, Wm. Stack

and R. Elyward of Local Union No. 9, it was voted by the executive Board that if after an examination of the books of Local Union No. 9 it was found that these members had paid dues and were in good standing on the local's books at the time of death that claim in amount of \$100.00 each be allowed.

PETER W. COLLINS, Int. Secy.

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS.

Washington, D. C., March 11, 1911.

My Dear Sir:—The officers of the American Federation of Labor have issued a number of charters to local unions of railway postal clerks within the past four weeks, and instructed organizers, at the various terminal points, to form local unions of your craft.

When a sufficient number of local unions have been formed President Gompers of the Federation will request them to elect delegates to attend a convention for the purpose of forming a national organization.

Since the first local union of railway postal clerks was formed a number of false misleading statements have been circulated, presumably for the purpose of preventing the clerks joining a union with a Federation charter. I shall take up a few of the false and absurd statements that have been circulated and number them 1, 2, 3, and follow each with an explanation and statement of facts:

Statement No. 1. If you join a union affiliated to the American Federation of Labor, you will be compelled to go on strike to assist members of other unions during the time they are on strike.

STATEMENT NO. 1 IS UNTRUE. The Federation has no power to order a strike. A national organization has complete autonomy over the conduct of its own business. Such a statement should not, for a moment, be considered by a railway postal clerk. Why? Because affiliation with the Federation will not require you to do anything that you would not do if you were a member of an independent union; because there are now affiliated to the Federation the following national organizations, whose members are employed by the United States Government:

- International Typographical Union.
- International Printing Pressmen's Union.
- Stereotypers' and Electrotypers' Union.
- International Brotherhood of Bookbinders.
- International Association of Machinists.
- Patternmakers' League.
- International Molders' Union.
- International Brotherhood of Blacksmiths.
- Brotherhood of Boilermakers.

Plate Printers' Union.
Steel Plate Transferrers' Association.
Plate Engravers.
Post-office Clerks.

In all the years the above organizations have been affiliated there has not been a strike of the members who work for the Government. Why? Because the employees of the Government, to bring about a change in their conditions, must do it by securing the enactment of new legislation or more liberal administration; hence, the statement is a bugaboo and used for the sole purpose of alarming the railway postal clerks to the extent that they will not join a union that will be of benefit to them.

Statement No. 2 The Postoffice Department is opposed to the clerks forming a union with a charter from the American Federation of Labor.

THERE IS NO FOUNDATION FOR THIS STATEMENT. The Post-office Department has never issued an order that the railway postal clerks, or any other employees of the Government should not organize and become a part of the American Federation of Labor. If the statement was true, the post-office clerks would not have been permitted to form a national organization affiliated to the American Federation of Labor. THE GOVERNMENT OF THE UNITED STATES RECOGNIZES THE RIGHT OF ALL WAGE-WORKERS TO ORGANIZE TO SECURE IMPROVED CONDITIONS AND BENEFITS FOR THEMSELVES. The fact that President Roosevelt issued an order that employees of the Government should not petition Senators and Representatives to aid in enacting legislation that affected themselves, and that such order has been reaffirmed by President Taft, does not mean that the employees have not the right to organize. It simply means that the employees of the Government must not bring to bear their personal influence upon the Senators and Representatives to secure favorable legislation. The order of the President *must* be recognized by Government employees until such time as the order is rescinded or a law enacted granting to Government employees the same rights enjoyed by other citizens, the right to petition Congress for the enactment of laws that will remedy the conditions complained about. If it is claimed that the railway postal clerks are debarred from securing improved conditions by their own concerted action, it can be readily seen that the prohibition would be more effective in an isolated body than if the R. P. C. had a national organization affiliated with all organized labor of our country to the American Federation of Labor.

Statement No. 3. If you become a member of a union holding a charter from the Federation, it will cost you \$25.00,

or more, per year, and you will not be able to secure any benefit.

STATEMENT No. 3 IS UNTRUE. If you join a local union of railway postal clerks, the dues will be *50 cents per member per month*. The dues collected will remain in the hands of the treasurer of the local union. Out of the amount collected there will be paid to the Federation 10 cents per member per month, the local union retaining 40 cents per member per month for the purpose of paying running expenses, and such sick or death benefits as they may decide to pay to its members. Hence, the amount the Federation will receive from each member will be \$1.20 per year during the time the local unions are affiliated direct. When a national organization is formed, then the local unions will pay their stated per capita tax, *not to the Federation*, but to their national officer, for the purpose of paying the expenses of a permanent officer or officers, for the transaction of such business as the constitution and by-laws may require them to do. The national will then pay to the American Federation of Labor one-half cent per member per month on the entire membership of the organization, or *6 cents per year for each member*.

I believe that this information should reach all railway postal clerks, so they will not be misled by the idle and false statements or rumors relative to what their duties and obligations will be when they become part of the Federation, which is composed of 120 international organizations, 39 State bodies, 609 city central bodies and about 600 local unions, with a total membership today of over 1,735,000 members.

Each railway postal clerk should assist in forming a local union in his vicinity, if there is not one already in existence. There is nothing required of a railway postal clerk who joins a union that will in any way interfere with him faithfully performing *all the duties required by the Post-office Department*; and the affiliation of your union to the Federation will place the officers of the Federation in a position to urge the enactment of legislation by Congress that will be beneficial to you.

REMEMBER that there are thousands of Government employes following different crafts and callings, now organized and who have been organized for years, and every one of them have good reasons to be satisfied with their membership in an organization affiliated to the American Federation of Labor. Why? Because through united, instead of individual, effort they have been able to secure conditions that have not only been a benefit to themselves, but to the departments in which they work.

If you desire further information, I will

give it to you, but I would urge you to call a meeting of, say ten, fifteen, or more railway postal clerks who live in your city, form a temporary organization, elect a temporary president, secretary, and treasurer; collect \$1 from each member for initiation fee, send application and \$19 to me for charter and outfit, which will be forwarded to you on the day the application is received at headquarter, with a copy of a constitution that has just been adopted by a recently organized union of railway postal clerks, and will be a guide to assist you in framing the laws of your local.

Prompt co-operation on your part will mean the organization of all the railway postal clerks in the United States within ninety days.

Yours very truly,

FRANK MORRISON,
Secretary,

American Federation of Labor

Peter W. Collins, Esq.,
Springfield, Illinois.

Dear Sir:—The present friendly relations between The American Federation of Labor and its members, with The Buck's Stove and Range Company, are not clearly enough understood by the rank and file of the membership to bring about the results which both sides expected.

It was hoped, on one hand, that the friendly adjustment of the most prominent dispute of the age would result in such friendly effort and patronage as to make it clear that the attitude of the present management was the correct one; and on the other hand, it was hoped that through the appointment of Committees that merchants would be made acquainted with the fact that the labor interests were so fair and energetic in their helpfulness to friends as to completely change public opinion, or the opinion of that part of the public who are constantly asserting that Organized Labor are always unfair, onesided in their actions, and that their friendship and patronage were not worth seeking.

Some little idea of the attitude and action of some of the labor union fighters toward the present management can be gleaned from the enclosed sample reprints. We understand that a reprint of a full page of the "Los Angeles Times" was mailed to seven thousand members of The Citizens' Industrial League in the City of Saint Louis, and that the same course was pursued in other cities. These people are active in their denunciation of our course, and are doing their best to injure us; and we, of course, feel that the appeal of President Gompers to appoint Committees from all branches of Union Labor to inform merchants that

we were fair, and that "Buck's" Stoves and Ranges should be purchased, should be complied with, and that everything possible should be done to prove that our adjustment was the right thing to do.

Such an opportunity to prove that the friendship of Organized Labor is desirable may never occur again, and this cannot be proven except by concerted and active effort.

I write to ask if you will not give me your support at once, in the appointment of such Committees as have been asked for, to visit Hardware and Stove Merchants as well as Furniture and "Easy Payment" Houses, as well as in every other way assist us in proving that our present attitude and action are correct.

Hoping to hear from you soon, I remain, with regard,

Yours respectfully,
FREDERIC W. GARDNER.

Schenectady, N. Y., March, 18, 1911.
Mr. Peter W. Collins,

Dear Sir and Bro.:—We are having some interesting features of the labor movement explained to us in this city at the present time and I thought I would inform you of them. Up until about four weeks ago we have been allowed as an organization to enjoy peace with every body except once in a while a slight quarrel with some employer, but now the pirates who prey on the labor movement have decided that the time is opportune to come in and destroy our peaceful condition which attempt we have frowned upon most decidedly.

As no doubt you are aware, the inside men have been on strike for the past ten months for an increase in wages which increase has been granted by all except three contractors who have held out, however, we have been able to secure enough work to keep all the men busy most of the time, but as work has been kind of dull for the last two months a few of the men have not had steady employment lately and Reid who has been watching conditions in this city for sometime sent an organizer here to try to make a break in our ranks. He sought out the men who had the least work to do and explained to them that he could settle the strike if they would join his organization and told them so much stuff that they consented to do so; then he enters into an agreement with the contractors for the same wage scale we had previous to the strike and tells the men to accept it and that when spring came he would secure an increase for them in conjunction with Albany, Troy and vicinity. Some of the men thought this a happy medium and were willing to accept same.

This organization drank with success as he thought; decided to take us all over in a body, so he came to me with our Business Agent who he had interviewed before. He asked me if I had the interest of my organization enough at heart to lay aside petty prejudices and listen to a good sound sane business proposition. I told him I was always willing to listen to anything that would give our organization a chance to better itself, so he outlined his proposition to me in a long, smooth talk and after I had condemned "Mac" and yourself strongly enough we became very confidential and he told me about what work he had done here, how he had made an agreement, etc., and that Local 140 was going over to them the following evening and that he wanted to get the rest of the locals to do likewise and if I would assist him he would have Reid appoint me an organizer at very rosy terms. As a good position like this is not found every day, I would be foolish not to accept it, as all I had to do was use my influence to deliver our locals to Reid. As I wanted to prevent 140 taking any action I told him that if 140 did secede without consulting the District Council that the locals would become sore and any prospect that we might have of swinging locals would be off so he let up on 140 and went after the bigger game like a hungry fish. When I asked him what he would do if 140 did not accept his agreement with the contractors he said that he would have to furnish them and any prospect that we might have of rank and file would revolt and not come here and scab it. He said he realized that, but he would be compelled to give the scabs working for these contractors, cards. As I had no witness to this I thought I would take him down the line and get a committee appointed from the D. C. to hear his proposition and also draw this statement from him. In this I was successful. I asked him to get Reid here as the boys would want something more concrete than verbal promises and if Reid would give us something definite we would turn the trick. When the meeting night came I met him and he informed me Reid could not get here as he was in Boston where Locals 103 and 4 were going to take action that evening, but he had sent Dist. Pres. Lacey in his stead with full power to act and enter in any agreement or terms we wanted. As my local had passed a phoney resolution of secession our delegates brought the matter up and a committee was appointed to await on them and they reaffirmed their talk with me even to admitting that if we did not come over they would have to give these scabs cards and organize them. Well, hell let loose when we made our report and it was quite a job to prevent them from being man-

handled. Now what do you think of that for unionism.

I had every prospect for settling this strike before these pirates came but they raised hope in the breasts of these contractors now and I suppose we will have a skunk organization in this city in the near future and I know this will cause trouble. Not that I fear the loyalty of our members, but if they place an organization here we will use every possible power to stamp them out. I have found out there are several brands of scabs but this brand we will not tolerate here, believe me.

With best wishes,

Your friend and brother,

CHARLES P. FORD,
1403 Campbell Ave.,
Schenectady, N. Y.

Schenectady, N. Y., 3-18-11.

Mr. Peter W. Collins,

Dear Sir and Brother:—We are having some interesting features of the labor movement explained to us in this city at the present time and I thought I would inform you of them. Up until about four weeks ago we have been allowed as an organization to enjoy peace with everybody, except once in a while a slight quarrel with some employer, but now the pirates who prey on the labor movement have decided that the time is opportune to come in and destroy our peaceful condition which attempt we have frowned upon most decidedly.

As, no doubt, you are aware, the inside men have been on strike for the past ten months for an increase in wages, which increase has been granted by all except three contractors who have held out. However, we have been able to secure enough work to keep all the men busy most of the time, but as work has been kind of dull for the last two months a few of the men have not had steady employment lately, and Reid, who has been watching conditions in this city for some time, sent an organizer here to try and make a break in our ranks. He sought out the men who had the least work to do and explained to them that he could settle the strike if they would join his organization and told them so much stuff that they consented to do so; then he enters into an agreement with the contractors for the same wage scale we had previous to the strike and tells the men to accept it and that when spring same he would secure an increase for them in conjunction with Albany, Troy and vicinity. Some of the men thought this a happy medium and were willing to accept same.

This organization drank with success as he thought; decided to take us all over in a body, so he came to me with

our Business Agent who he had interview before. He asked me if I had the interest of my organization enough at heart to lay aside petty prejudices and listen to a good, sound, sane business proposition. I told him I was always willing to listen to anything that would give our organization a chance to better itself, so he outlined his proposition to me in a long smooth talk, and after I had condemned "Mac" and yourself strongly enough we became very confidential and he told me about what work he had done here, how he had made an agreement, etc., and that Local 140 was going over to them the following evening and that he wanted to get the rest of the locals to do likewise, and if I would assist him he would have Reid appoint me an organizer at very rosy terms. As a good position like this is not found every day, I would be foolish not to accept it, as all I had to do was use my influence to deliver our locals to Reid. As I wanted to prevent 140 taking any action I told him that if 140 did secede without consulting the District Council that the locals would become sore and any prospect that we might have of swinging locals would be off, so he let up on 140 and went after the bigger game like a hungry fish. When I asked him what he would do if 140 did not accept his agreement with the contractors, he said that he would have to furnish them with me. I told him that his men, the rank and file, would revolt and not come here and scab it. He said he realized that, but he would be compelled to give the scabs working for these contractors cards. As I had no witnesses to this I thought I would take him down the line and get a committee appointed from the D. C. to hear his proposition and also draw this statement from him. In this I was successful. I asked him to get Reid here as the boys would want something more concrete than verbal promises and if Reid would give us something definite we would turn the trick. When the meeting night came I met him and he informed me Reid could not get here as he was in Boston where Locals 103 and 4 were going to take action that evening, but he had sent Disr. Pres. Lacey in his stead with full power to act and enter in any agreement or terms we wanted. As my local had passed a phoney resolution of secession our delegates brought the matter up and a committee was appointed to await on them and they reaffirmed their talk with me even to admitting that if we did not come over they would have to give these scabs cards and organize them. Well, hell let loose when we made our report and it was quite a job to prevent them from being manhandled. Now, what do you think of that for unionism?

I had every prospect for settling this

strike before these pirates came, but they have raised hope in the breasts of these contractors now and I suppose we will have a skunk organization in this city in the near future and I know this will cause trouble. Not that I fear the loyalty of our members, but if they place an organization here we will use every possible power to stamp them out. I have found out there are several brands of scabs, and this brand will not tolerate here, believe me.

With best wishes,

Your friend and brother,

Chas. P. Ford
1403 Campbell Ave.,
Schenectady, N. Y.

Schenectady, N. Y., April 24, 1911.

Mr. P. W. Collins,

Dear Sir and Brother:—I herewith submit a piece for our next Worker, the piece I sent G. V. P. Noonan from the paper to be put in with it.

Yours fraternally,

J. B. Welch.

902 Duane Ave.,

Schenectady, N. Y.

Mr. P. W. Collins, Editor:

As it has been some time since there appeared a price in The Worker I thought I would try my hand once more.

As for the local here we have had a good year in the way of an increase in wages as the Bell Co., Home Co., the 1st of February gave the men a .25 raise and we also had a .25 raise on the Trolley Co., last June. The Light Co. gave their men a reduction of hours and a new agreement. There is a 9 hour day in all outside work here now but the trolley which work 10 and we hope to bring this down to 9 hours in the near future.

We can say that this was all gained since last June by asking for and none of the men had to go on strike although as to the Telephone company's we asked for the raise on September 1st or thereabouts and waited patiently till February before it came but we were all the time after them and had their promise, which they made good. The Scale here now is \$3.00 per and 9 hours. Time and a-half for over time; double time for holidays and Sundays.

As for the inside men they went on strike last June and up to date there are 3 shops that have not signed their agreement. They asked for \$3.50; they were receiving \$3.00 and we came back half way and agreed to accept \$3.25 and signed up 8 contractors out of 11. We did not go back for the old Scale after being out 3 weeks as did J. J. Reid's men in Albany and for the same wages and then go

around and say we won our cause. As their agreement, that is the paper it was written on, had worn out and they had the contractors sign their names on new paper and say we win and go back to work.

As for J. J. Reid's men we treat all well when they come our way and if there is any work we give them a job, providing our men are all at work

O. Myers, J. J. Reid and Mr. Callahan of Albany were here the 12th and held a mass meeting with I think about 30 in attendance, trying to induce the men to send the P. C. to his office and they would turn back .17 per cent to the D. C. which was more than Collin's office would do. I asked Callahan when he told me this at my house, why we could not send 13 cents to the G. O. and keep the 17 cents here and he said that would not be the right way to do business so I guess if the 30 per cent went none of it would come back very easy as they couldn't make all ends meet. As their receipts are only \$7,000 or \$8,000 per month and they have 28 organizers on the road at a salary of \$100.00 and board and traveling expenses and the G. O. salaries and expenses. I don't see where the money would be coming from to the D. C.

As an example of their work here I will show you they are trying to pull down the wages instead of building them up. Mr. Callahan went to West Albany where a gang of men from N. Y. were putting up some steel towers. I think that Eanos & Eanos of N. Y. had the contract paying the men \$4.00 per day and board. He offered to put on local men for \$3.00 and they board themselves this I think lovely for a man that claims to be out for the rank and file of labor.

And as to another job, I submit a piece just as it appeared in the paper to be published.

We are told this same kind of work is being carried on in different places and I can say I am sorry to think a man that has always had to work for his living would try and cut down a man's wages because he won't let his card be put in the seceders office.

Hoping this will find room in the Worker I remain

Yours Fraternally,

J. B. Welch,

Schenectady, N. Y.

Local 140.

Louisville, Ky., April, 21, 1911.

Editor Electrical Worker:

It is the desire of the former members of the so-called Reid faction of inside wiremen of Louisville to state through the columns of the Worker, that we are

now in good standing in the regular Brotherhood.

Local Union No. 369.

(Signed)

H. A. Sigmier.
Arthur Aschs.
Wm. J. Busan.
E. Schwind.
Elmer Pay.
George Raible.
Arthur Thomas.
Dave M. Sparks.
Fred Channon.
E. C. Whitener.
John Nashold.
Ferdinand Valinote.

Brooklyn, N. Y., April 23, 1911.

P. W. Collins, I. S.

Springfield, Ill.

Dear Sir and Brother:—A few lines to let you know that Local No. 20 of Greater New York is at the new hall on E. 5th Street, N. Y., where the boys meet on Friday evening instead of Thursday as formerly when they were in Brooklyn.

The work around here has been rather quiet for the past three months but the outlook for the summer seems good.

There are three contractors on the Queensborough Bridge about to begin operations, viz: The Waterbury Cable Co., Snare & Trieste Co., and Pride & Co. In order to connect with the above companies it is necessary to have paid up cards of I. B. E. W. (Reid's tickets not considered).

The N. Y., N. H. & H. R. R. is to begin electrifying the Harlem branch sometime the last of May or the first of June.

The Boston & Port Chester Ry. will also start very soon, so by the different companies starting we should be kept busy for the season. I understand Barney Mack is to take charge on the New Haven.

Brother Bruse Jones was reappointed as delegate for No. 20 and after all the companies get started I think we can keep him busy. His address is 162 Hoyt St., Brooklyn and members with J. C. had better call on him and get the lay of the land before going to work.

Trusting you can find space for this in next Worker, I remain

Fraternally,

E. B. Miller. P. S.
New York, April 22, 1911.

Mr. Peter W. Collins,

International secretary.

Dear Sir & Brother:—I am instructed to notify you, that the above Local will not accept any traveling cards, until further notice, owing to there being trouble on in this city with the United Light, Heat and Gas Company, and respectfully request that you publish same in the next

issue of the Worker. With best wishes, I am

Yours Fraternally,
Paul McNally,
Rec. Sec'y.

Washington, D. C., April 8, 1911.

To Editors:

Pursuant to action taken by the St. Louis convention of the American Federation of Labor directing the Executive Council to prepare and distribute a weekly letter, free of cost, to all publications devoted to the cause of labor or of a reformatory character, arrangements have been completed and the service is herewith inaugurated. It is aimed that accuracy shall be one of the chief characteristics in the dissemination of news affecting the interest of the workers and of the labor movement. The progress of legislation, national in character, affecting labor, will receive special attention. Important occurrences in the world of labor will be incorporated, brevity and condensation forming a distinguishing feature.

Realizing the potent influence of the labor press, appreciating its valiant struggle for justice in the past, it is hoped that the weekly news letter will give added impetus to our cause and materially assist editors in presenting to their readers a summary of live news of important events occurring anywhere.

Your fraternally,

Samuel Gompers,
President American Federation of Labor.

Attest: Frank Morrison,
Secretary, A. F. of L.

BREWERY WORKERS WIN.

After a Contest Lasting Approximately One Year a Victory Is Achieved by Workmen.

Washington, April 22.—Telegraphic advices contain the cheering news that the Brewery Workers, after a heroic struggle of long duration, have signed an agreement with every firm and agency in the city of Los Angeles, Calif., employing members of that craft. The splendid fight being conducted by the California unionists is beginning to bear fruit, and from further advices received other settlements are in sight.

BUTTONWORKERS STILL ON STRIKE.

Employers Agreed to Terms of Settlement and Then Repudiated Them Before Ink Was Dry.

Washington, April 22.—News reached headquarters a few days ago that an amicable agreement had been arrived at between the buttonworkers of Muscatine,

Iowa, and their employers. Immediately following this information telegraphic advices came in stating that the employers, after having agreed to a plan of settlement, repudiated it within twenty-four hours. The people of Muscatine are in entire accord with the buttonworkers in their effort to get a living wage, and since the repudiation by the employers of their agreement the sympathy of the public has been intensified. The status of affairs at the present time is that the buttonworkers will win the contest.

LABOR MEMBERS OF CONGRESS.

House of Representatives Contains Fifteen Members Who are Members of Trade Unions.

RESULT OF FOUR YEARS' EFFORT.

Inauguration of American Federation of Labor's Slogan to "Reward Your Friends and Administer a Stinging Rebuke to Our Enemies" Has Borne Abundant Fruit.

Washington, April 8—In 1906 the Labor Representation Committee of the American Federation of Labor decided to aggressively take the field against the re-election of certain congressmen who had been conspicuous in their antagonism toward all labor bills introduced in Congress. Congressman Littlefield of the Second District of Maine, than whom there had been no more savage enemy of labor, courted a battle in the political campaign of four years ago.

President Gompers, together with two or three organizers and a similar number of international officials, entered the Littlefield district and made a memorable struggle to impress upon the citizens of that district the desirability of permitting the belligerent congressman to remain at home. Mr. Littlefield, however, was re-elected by a greatly reduced majority. This entrance of labor into the political arena and its spectacular and heroic fight against such gigantic odds in the State of Maine subsequently crystallized into action, in various parts of the country, a determination on the part of trade unionists to follow the lead of the American Federation of Labor.

The first campaign of the trade unionists, that of 1906, secured the election of six congressmen with active membership in the trades unions:

Wilson of Pennsylvania.
Nichols of Pennsylvania.
Sherwood of Ohio.
Hughes of New Jersey.
McDermott of Illinois.
Carey of Wisconsin.

In the election of 1908 the above were

all re-elected, and in addition the following card men were added to the labor group:

Anderson of Ohio.
Murphy of Missouri.
Martin of Colorado.
Jameison of Iowa.

A steady growth in numerical strength of labor members in Congress is shown. In 1906 six trades unionists were elected. The Fall of 1907 saw our lead increased by the addition of four more trades unionists, making ten in all. The Congressional elections of 1910 still further increased our numerical strength by 50 per cent, there being fifteen members of Congress actively affiliated with the trades unions, as follows:

Wilson, W. B., coal miner, Blossburg, Pa., democrat.

Lee, Richard E., blacksmith, Pottsville, Pa., democrat.

Martin, John A., locomotive fireman, Pueblo, Colo., democrat.

Cary, Wm. J., commercial telegrapher, Milwaukee, Wis., republican.

Berger, Victor L., Typographical Union, Milwaukee, Wis., socialist.

Hughes, Wm., Textile Workers, Paterson, N. J., democrat.

Buchanan, Frank, Structural Iron Workers, Chicago, Ill., democrat.

McDermot, Jas. T., commercial telegrapher, Chicago, Ill., democrat.

Lewis, David J., coal miner, Cumberland, Md., democrat.

Smith, Chas. B., R. R. telegrapher, Buffalo, N. Y., democrat.

Anderson, Carl C., musician, Fostoria, O., democrat.

Sherwood, Isaac, R., Typographical Union, Toledo, O., democrat.

Roberts, E. E., metal miner, Carson, City, Nev., republican.

Farr, John R., Typographical Union, 5 Scranton, Pa., republican.

Maher, James P., hatter, Brooklyn, N. Y., democrat.

COMMITTEE ASSIGNMENTS.

Labor Committee of National House Has Four Union Men on Its Roster.

WILSON OF PENNSYLVANIA, CHAIRMAN.

Personnel of Important Congressional Committee Indicates Favorable Action Will Be Taken on Vital Matters.

Washington, April 8—The assignment of members of the labor group to the various committees by the Democratic caucus has been agreed to. Up to this time the Republican minority has not selected its members on the various committees, therefore only Democratic labor member assignments are available at this

time. Labor has the chairmanship of the Labor Committee, it going to W. B. Wilson. Assignments are as follows:

W. B. Wilson, Chairmanship Labor Committee, also member Mines Committee, also Merchant Marine Committee.

Richard E. Lee, Chairman Mileage Committee, also member Naval Affairs and Liquor Traffic Committees.

John A. Martin, member Interstate and Foreign Commerce, Territories, also Committee on Expenditures in War Department.

William Hughes, member Ways and Means Committee—This committee also is a committee on committees.

Frank Buchanan, member Naval Affairs and Labor Committees.

James T. McDermont, member Agriculture and Expenditures, Department of Commerce and Labor Committees.

David J. Lewis, member Military Affairs and Labor Committees.

Charles B. Smith, member Indian Affairs, Liquor Traffic and Irrigation Committees.

Carl C. Anderson, member Invalid Pensions and District of Columbia Committees.

Isaac R. Sherwood, Chairman Invalid Pensions and member Expenditures in Navy Department.

James P. Maher, member Public Lands and Labor Committees.

A GREAT AGREEMENT FOR THE CONTRACTOR

The National Electrical Contractor, the official organ of the National Electrical Contractors' Association, March Issue, publishes an agreement entered into by Local 69 of Dallas, Texas, and the contractors of that place. *They seem so well worded*, that they are published for the benefit of other contractors.

It will be noted that the contractor holds out one dollar per day on all men working on permit as a guarantee on work. That man cannot get traveling card without consent of contractor for whom he works.

Cutting and channeling brick or cement walls or floors and all heavy pipe cutting becomes work for laborers.

An apprentice may work for as little as the boss cares to pay but must not *exceed* the very low scale fixed for him. This is novel in itself, being the first maximum scale without a minimum that we have encountered.

The agreement also implies that fixture work is not electrical work as the agreement states that it does not affect men in the fixture departments. The wiring and assembling of fixtures is given away.

A sympathetic strike is prohibited except where the Building Trades' Council *jurisdiction* involves two or more trades (note the clever placing of word *jurisdiction*).

The Local binds itself not to sign up with any new contractor without giving the Contractors' Assn. ten days notice of their intent, no matter how urgent the matter may be or how clear it is that new party is a bona fide contractor. This may cause a nice condition if outside contractors not members of the Contractors' Association should secure contracts in Dallas.

We print the full agreement for the information of our members and we agree with the editor of the National Electrical

Contractor that it is at least *from his viewpoint very well worded and arranged*.

The secession leaders no doubt approve of their locals making such contracts, as in the case of Gary, Ind., and other places they have proven themselves staunch friends of the Contractors, especially in time of trouble.

LABOR AGREEMENT AT DALLAS.

(From The National Electrical Contractor.

E. H. Johnson an active contractor of Dallas, Texas, and secretary of the Dallas Local Contractors' Association has recently arranged a set of rules or an agreement with the local union men which has been accepted by both parties concerned and WHICH SEEM TO BE SO WELL WORDED AND ARRANGED WE FEEL DISPOSED TO PRINT THEM FOR THE BENEFIT OF OTHERS WHO MIGHT HAVE OCCASION TO ARRANGE SUCH A SET.

Memorandum of Agreement.

Agreement by and between Electrical Contractors and Employers of Electrical workers and Local Union No. 69 I. B. E. W. of Dallas, Texas.

Electrical contractors and employers to be hereinafter known as party of the first part and L. U. No. 69 I. B. E. W. to be hereafter known as party of the second part.

It is hereby agreed by party of first part that they will at all times employ only electrical workers who are members in good standing with L. U. No. 69, except where competent union men are not available. Non-union men with permits issued by L. U. No. 69 may be employed at the scale of wages hereinafter specified BUT THE CONTRACTOR MAY HOLD OUT \$1.00 PER DAY FROM MEN'S WAGES WORKING ON PERMITS UNTIL THEY COMPLETE THEIR MEMBERSHIP IN LOCAL No. 69 AS A GUARANTEE AGAINST WORK IMPROPERLY DONE.

IF WORK IS SATISFACTORY MONEY WILL BE PAID TO THE WORKMAN, HE IS OFFICIALLY NOTIFIED OF SUCH ADMISSION TO THE UNION.

It is agreed that all work of any member of the second part shall be made good on his own time if found defective unless that work was done under instructions of party of the first part.

WHEN MEN APPLY FOR TRAVELING CARDS PREVIOUS EMPLOYER WILL BE NOTIFIED AND ASKED FOR STATEMENT OF ANY CLAIMS HE MAY HAVE FOR DEFECTIVE WORK. LOCAL WILL HOLD UP TRAVELING CARD UNTIL SAME IS ADJUSTED PROVIDED STATEMENT IS MADE WITHIN TWELVE HOURS.

The party of the first part further agrees to furnish all vises, stocks and dies, pipe cutters, hack saw blades, and wrenches of 2 inches and up.

The journeymen are to furnish all other tools needed for their avocation.

Job foremen shall be responsible for all shop tools and material on job.

An apprentice shall not be allowed to go out on a job or finish work in any branch of the trade unless accompanied by a journeyman. No shop working less than five journeymen shall employ more than one apprentice and under no circumstances shall any shop or contractor work more than two apprentices.

The party of the first part has the privilege of working laborers on the following kinds of work:

Pipe cutting and threading pipe of 1½ inches in diameter and over; chasing brick or cement walls and floors; hauling in cable and carrying heavy pipe.

Laborers are not to be allowed to handle other tools than necessary in above work.

Apprentices shall be paid not to EXCEED the following scale:

First six months, \$2.50 per week; Second six months, \$5.00 per week; Third six months, \$6.00 per week; Fourth six months, \$7.00 per week; Fifth six months, \$10.00; Sixth six months, \$12.50 per week, but no period of less than six months in one shop shall be considered for promotion.

The apprentice wages scale shall not affect apprentices working under jurisdiction of the union prior to July 1st, 1910.

It is further agreed that this agreement in no wise affects the men in the fixture departments of the several fixture houses except that the clause below covering jurisdiction of fixture work shall be in full effect and it is further agreed that in no case shall any fixture worker do any electrical work outside of the factory department unless said fixture worker is a journeyman wireman and a member of local union No. 69.

Fixture work shall consist of manufac-

turing wiring, assembling, and connecting straight electric and combination fixtures.

Party of the second part agrees that no one in the contracting business can be a member of the union. Any member of the union who shall execute a contract for a brother member or union man or take a contract from any person whomsoever shall be fined \$25.00 and in no case shall this fine be remitted.

IT IS FURTHER AGREED THAT A MEMBER OF THE UNION MUST NOT DO ANY WORK FOR A JOBBING HOUSE UNLESS UNDER THE INSTRUCTIONS OF A CONTRACTOR WHO HAS SIGNED THIS AGREEMENT; AND IT IS ALSO AGREED THAT A SYMPATHETIC STRIKE WITH OTHER UNIONS VOIDS THIS CONTRACT EXCEPT WHERE THE BUILDING TRADES' COUNCIL JURISDICTION INVOLVES TWO OR MORE BUILDING TRADES.

It is further agreed by all parties concerned that the minimum scale of wages shall be \$4.00 a day of eight hours work between the hours of 8 a. m. and 5 p. m. for journeymen wiremen and the party of the first part agrees to pay off weekly in cash.

Time and one-half shall be allowed for over time and double time for Sundays and Holidays. Holidays shall be July 4th; Labor Day; Thanksgiving Day and Christmas.

No salesman or general foreman shall be required to be a member of the Local.

Men required to work out of City shall receive full pay and transportation and an allowance of \$1.00 per working day for board and shall have weekly pay day the same as when in city.

All members of the second part agree not to work for a contractor who does not sign this agreement nor for one who does not maintain an established place of business and usually employs at least one journeyman wireman under penalty of a fine of \$25.00; payable to Local Union No. 69 and this fine shall in no case be remitted, AND THE LOCAL WILL GIVE PARTY OF THE FIRST PART TEN (10) DAYS NOTICE BEFORE SIGNING UP WITH ANY NEW CONTRACTOR AND WILL GIVE THEM AN OPPORTUNITY TO STATE ANY OBJECTIONS TO SUCH CONTRACT, BUT PARTY OF THE SECOND PART MAY GIVE PERMIT TO WORK MEN UNTIL SUCH TEN (10) DAYS HAVE EXPIRED.

If a contractor who has signed this agreement forfeits his bond, retires from business or ceases contracting in any way his agreement with Local No. 69 will be void without notice or reference to the Board of Arbitration.

All trouble shall be referred to a Board of Arbitration composed of two members

of Local No. 69 and two contractors and these four shall select a fifth, who must not be a member of a union or a contractors' association, and their decision shall be final.

This agreement shall go into effect from July 29th, 1910, and shall be in full force and effect for a period of one year.

THAT BROTHERLY SPIRIT.

For the information of our members we print an article that appeared in the Chicago Examiner of Saturday, March 11, 1911.

It will be remembered that this was just prior to the raise in pay taking effect which brought the wiremens' scale to \$6.00 per day.

This is only a sample of the fraternal (?) spirit exhibited by the secession leaders on all occasions. The list of places where they wanted to scab the job with union (?) men is still growing. They still have their strike-breakers at work in Gary, Ind. Pittsburg, Pa. was treated a number of times to the spectacle of so-called union men going on every job struck by our local there.

In Philadelphia, Pa., the secession leaders filled every job that our local was compelled to strike and at one time were the only trade at work on the Wanamaker Bldg., there. New York need only to be mentioned as their local (?) 133, because (in)famous in their continued attempts to tear down the condition of the Regular Local. Then again at Schenectady, N. Y., Reid and his man Friday (Meyers), have done everything in their power to keep the contractors from signing up with Local 140, and when a strike was probable in Chicago, Ill., we find J. W. Murphy again on the job to offer men to the contractors. Perhaps he agreed to stay and personally oversee the strike-breakers as he did in Gary, Ind., last December.

Again Mr. Reid and his lieutenants offered to scab the job in Albany, N. Y., where our men were being paid \$4.50 and expenses on the State Capitol job. This burlesque leader of labor waited upon Governor Dix of that state and informed him that the state was being robbed by the payment of this great wage, he (Reid) offering to furnish all necessary men at the rate of \$3.50 per day.

That Governor must have thought him a joke to pose as a labor man and still bend all his efforts to obtain a reduction of wages of \$1.00 per day. Jimmie was dismissed without thanks by the Governor and repudiated by the general laorb move

ment of Albany, and did not succeed in getting the wages reduced.

In Toledo, Ohio, his men on their leader's advice, worked on all the jobs that was struck by the Building Trades Council of that city until the Building Trades of that city began to organize a local to be connected with the bona-fide organization.

At St. Louis, their local in order to crury favor and gain a few temporary friends, wantonly gave away the jurisdiction over picture machine operators to the Stage Employees, but the operators themselves objected and formed a local under the I. B. E. W. The latest reports is that the local there has given the wiping of all lead cable joints to the plumber. "Generous bunch, those St. Louis locals." They will, no doubt, reap the reward that their perfidious acts deserve for at some time they will want to regain the jurisdiction they gave away. When their mess of porridge is eaten they will again become hungry, and then what will they have to give next time in order to retain the doubtful friendship of a few men?

It is well that the Brotherhood is big enough to get along in spite of all the damnable acts committed by the union-wrecking, scab-herding bunch of opera bouffe artists that started the secession movement. But it is nauseating to hear men who will stoop to scab-herding prate so smoothly about the brotherly spirit that should prevail. It seems that the (Brotherly?) spirit is a handy thing to have around just when it is wanted, but it is never wanted around when there is a chance for them to get so-called union men to act as strige-breakers.

But oh, how nicely those scab-herders can prate about the brotherly love and spirit of fraternity when it suits their purpose, even though at the same time they should be drawing good salaries (if they are not) from some of the various strike-breaking agencies that the country is damned with.

The men who start in to disrupt and if possible destroy a labor organization and will even resort to strike breaking to accomplish their purpose, and at the same time preach the brotherly spirit are beyond the pale of sympathy and any consideration given them is only an incentive to any others with low and contemptible desires to spring into the lime-light in a like manner.

The latest preachments of the secession leaders to the labor movement is, *We are all brothers and should not antagonize one another.* But their actions in the past three years speak louder than any words and make their pratings seem hollow indeed.